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The Editor accepts no responsibility for statements made or opinions expressed by authors of articles or in speeches at meetings.

NOTE: *The August JOURNAL will, as usual, contain special features and NO Branch and Group News, and no JOURNAL will be published in September. The date by which news for the October issue is required is Thursday, September 23.*

IS THE MAIN OBJECT OF TOC H PRACTICABLE?—III.

IN the war men did not chalk on their railway carriages, "To God knows where," but "To Berlin." It mattered little that many of them knew that they would never get there. They knew what they were driving at, and man seems to be so made that he *must* know that, if he is to be what he can be. That he *can* be something much greater than he frequently is, is a fact amazingly easy to forget. How much greater, and in how many cases—greater in spiritual achievement, in the things that make a man—was taught by the war to every one of us who is capable of learning anything. But there are different sorts of learning, as there are different sorts of fact. If I hold my finger in a gas-jet long enough, it is waste of time for anyone to teach me that fire burns. But the supreme fact that God is Love I must learn afresh every day, if I am to hold it. To hold any spiritual fact requires, I think, constant recollection, and the Elder Brethren, and their spirit, will be real to us only if we steadfastly remember it, and them. And, if we remember, I think we shall refuse to believe that war alone can draw out man's reserve capacity, however difficult the drawing out of it may be. "Will the day ever dawn," says Maurice Maeterlinck, plaintively, "when we shall be what we are?" Mrs. Herman, with surer hope, tells us that "in every man there is a life waiting to be born." And here is someone else speaking. "It is true, in a sense, that the child is the man; but it is also true that he is not the man, and that his sole business, his whole life through, is to become the man. A developing being is what it can become . . . (Man's) ideals of a knowledge which will satisfy, and of conduct which fulfils his aims and satisfies his spirit, transcend his achievements and are beyond his reach. And yet, these ideals, things which ought to be and are not, are the deepest realities within him." In the war the day dawned for very many a man when he could be what, in the deepest and truest sense, he was. The problem is whether that sort of thing can go on.

Since I wrote last month I have been reading again a book—I have just quoted from it—which I had not looked at since before the war. It is a set of lectures delivered before the University of Sydney by the late Professor Henry Jones, of Glasgow University. He sets out plainly what seems to me the root of the pessimism which poisons so many men's lives. "The variety and magnitude of the interests of modern life and their violent collisions; the change in the structure of society which is one of the consequences of the organisation of men in pursuit of these inconsistent interests; the demand which the change makes for a more adequate intellectual, moral and political response if the new circumstances are to be comprehended and controlled; the emancipation of men's minds from the bonds of dogmatic authority, whether secular or sacred, and the obsolescence of the religious and political creeds, have co-operated to make the discrepancies of experience undeniably evident to all reflective men." He is stating the position, as he sees it, dispassionately. Life had become, he thinks, in the early days of the twentieth century, immensely more difficult for everyone who really tried to face it. He is far from suggesting that man is blameless. "At the worst," he says, "his life is mean, and sinful and wretched, and very short—his better purpose abandoned, his aspirations stifled, and the light of his soul well nigh gone out." But he sees, too, that progress, whether material or intellectual, brings new and greater difficulties, that moral progress means larger responsibilities and harder duties. And he sums it all up thus:—"The question of the rectitude and sanity of the whole order of reality has been raised, and there remains but two alternatives—hope which cannot despair, and despair which cannot hope." Put more bluntly, man had advanced amazingly in knowledge of all sorts, especially in knowledge which gave power over material things, while spiritually his advance had at the best been slow. And in the result he was up against a mass of problems which were driving him often reluctantly, and sometimes unconsciously, towards a great choice. He was being driven to look in a new way at one of the sayings of Our Lord: "Man (that is, Every-man) shall not live by bread alone" (by material things alone, however many and however complicated, or by knowledge alone, however varied and extended). That could not longer be regarded as merely a saying of a great teacher from which some moral lesson might be extracted. It must be faced as a hypothesis, or rather part of a hypothesis, about the universe, a hard fact, if it is true, about the world we have to live in. I said that I believed that the basis, the foundation, of the spirit that we are to maintain and to pass on was that men in the war dared to take some of the hardest sayings of Our Lord—part of His hypothesis about the universe, and to try them out to the limit. Unless Professor Jones was exaggerating violently, we have come to a point when other theories have failed us, when our ideas of the universe become a bottomless quagmire, and there is no safe footing anywhere, and we are being steadily driven to try out the whole hypothesis of the Carpenter of Nazareth, not always because we want to, but because, if He has not the words of eternal life, we cannot find them anywhere. Call it, if you will,

just a hypothesis that except we become as little children, we shall in no wise enter into the Kingdom of God. Do we imperil our intellectual honesty any more by really trying it out as a hypothesis than if we try out afresh the hypothesis of gravitation? And what does Professor Jones say of the hypotheses of science? He describes them as the surest knowledge that we have, as becoming "surer still as they bring fact after fact within their sweep," and lodge those various facts in a system which stands because the different elements of it support and balance one another. And he says expressly that the hypothesis of Jesus of Nazareth is in his conviction the sanest hypothesis that has yet been discovered, and "that the experience of mankind is but a gradual corroboration of its truth." And there is another kind of experience to that of which he is thinking. Obviously, if Our Lord's hypothesis *is* true, it *must* be open to Everyman to try it out for himself. There *must* be a way in which the most unlettered peasant and the least talented of men can reach a certainty on which he can rest as surely as Professor Jones. Now, as it happens, a part of the hypothesis of Jesus of Nazareth about the nature of God is expressed in these words: "If a man love me, he will keep my word; and my Father will love him, and we will come unto him, and make our abode with him." And that, I think, is the surest way for any man to try who would know where he is going, and why he must do the things that he must do.

Let us think again of Donald Hankey, and this time of something his editor, Mr. Strachey, wrote about him: "To see God, to realise God, must be the supreme happiness, and something of this he possessed because he was pure in heart. By 'pure in heart' who can doubt that Our Lord meant single-minded—the man who has one clear purpose, who is not, like so many of us, of mixed purposes? Most of us in the abstract want to do right, but we want to do it in such a way that it will dovetail in nicely with the mosaic of our lives, with our worldly or selfish or purely utilitarian aims. We want to mix a little or a good deal of this with our 'other-worldliness.' Only the man who truly is 'pure of heart' is free from this taint of mixed motives. His one desire is the seeking of the Good and following it. . . (Donald Hankey) did not seek the glory of arms, though he obtained it. Still less did he seek the glory of letters, though it is plain for all to see that it was his. He did seek the glory of God, and it is his. He is now God's soldier." And then this:—"He wanted the light and the liberty he sought, not for the selfish cultivation of his own soul, but only that he might bring help and freedom to those that sit in darkness." A man, if he is to be what he *can* be, wants something more, it would appear, than to know where he is going; his life must be unified, he must be single-minded, and he must be free. But the freedom we really want is, I suspect—though we none of us always realise it—none other than the only freedom which the Elder Brethren sought for themselves. Professor Jones would have called it "the freedom of perfect service." He says expressly that this, and this alone, ought to be the conscious purpose of a really civilised state. He does not disguise the difficulty of it. Man, as he begins, he says,

"is of the earth earthy, steeped in sense, and impulse is his only law. But he is meant to wear on his brow the crown of spirit, to reign as king over his own impulses, and to subject the world to obedience. To the natural man, the crown of spirit is, indeed, a crown of thorns, worn on the way to death. If he has not to destroy his natural impulses by ascetic ways of life, he has to convert them into vehicles and instruments of purposes which are spiritual—which is still more difficult. Will the day ever dawn when we shall be what we are?" Perhaps there is no answer, but St. Paul's—when we have attained "to the measure of the stature of the fulness of Christ." Merely to think that makes us gasp. But, if the "hypothesis" we are considering is the truth, that appears to be what man was *meant* to attain to.

Professor Jones, we have seen, is quite clear that the supreme reality, here and now, is spiritual. He is equally clear that man's whole life must be unified, that the highest motives must dominate it *all*. He is certain that the first step is to recognise clearly that our lives *need* unifying. And he has no doubt about the difficulty of this. "The deep slumber of sense has to be broken, if the wants of man's rational and spiritual nature are to be satisfied. We need 'the sting that bids not stand nor sit but go.'" "He hath filled the hungry with good things, but the rich He hath sent empty away." (If we are to embark on this venture with any hope of success, we must first, it seems, be *hungry* for good things.) And there is a special difficulty for us which we must recognise and face. Since the war we have come back into a world which economic motives seem to master and rule. "There is no sphere," says Professor Jones, "where egoistic conditions are more dominant, or where mutual resistance and competition are more obviously the law than in the sphere of economics. For it is the nature of material as distinct from spiritual goods that they cannot be distributed without lessening everyone's share"—a statement which, if true, gives all questions of redistribution of wealth and the like, however important these questions are, a place among secondary things. Now, in the war, economic considerations were driven in fact, in many cases, into a secondary place; and then we had what Professor Jones considers "the absolute necessity of the highly-organised, many-functioned State of the future"—we had "the consciousness of freedom and brotherhood and free devotion to the common welfare." Was that merely a coincidence?

One of our members, now a Bishop, founded before the Armistice a society, which he called the League of Spiritual War. Its members, those of them who would, were later on transferred to Toc H. The real reinforcement we received in this case was not so much the men as the idea, which ought not to be allowed to die. For there *is* a spiritual war—war in which men may win "hope that cannot despair," or set their feet steadfastly towards "despair that cannot hope." And, however much we in Toc H may be divided, and may continue to be divided, on political and economic issues, we are being committed more and more, by our very membership, to the position that as "the whole structure of things is spiritual," man's life must at long last be so ordered that

somehow—to quote Professor Jones once more—“duty is recognised as good, and obligation as a privilege and opportunity, and service itself as its own reward,” and “freedom from outer constraint” may be won because “the outer law and the inner desire concur,” so that a man may say truly, of his ordinary life, “I will walk at liberty, for I seek Thy precepts.” The difficulty of getting the thing done is not the point now. It is, I suspect, in any case far smaller than most people think. The ingenuity of the people who control the industrial system, and their capacity for getting the results they want—when the resistance of the human factor is not excessive—are simply immense. The real difficulty is not to get the thing done, but to get people to see that it *wants* to be done—which means, in too many cases—we men are made like that—to be brought to see that nothing else will really work. The point at the moment is “to get an idea about” that it might “be good to excel in blokage,” even if that meant, which it probably would *not* mean, to be “poor in things”—to get an idea about that what above all things need to be preserved and developed are what Professor Jones calls “the greatest of all productive forces, namely, human qualities.” A note in the present issue (p. 242) on work done by one of our American members, Robert B. Wolf, helps to illustrate this. One of the interesting facts about his results is that they did not follow from applying any preconceived theory, but from being forced to introduce modern “efficiency methods” under conditions which expressly prevented the giving to the men any financial incentive to increase production. And the results, the fact that the men, under the new arrangements, did not only more work, and enjoyed doing it, drove Robert Wolf, in his painstaking search for an explanation, rather a long way. He was forced to the conclusion that he and those working with him had somehow stumbled on to methods which released a vast amount of energy and evoked an interest which had been there, so to speak, all the time—but had not been called out by the old methods. He was convinced that man, everyman, even the “unskilled” labourer, even what is called the “high-grade moron,” has creative faculties, and must, if he is to be what he can be, have opportunities for their exercise in his daily work, even under modern conditions of factory production; that while he wants good wages, he wants these opportunities *more* than wages; and that the effect of having these opportunities, on the whole of his life outside the factory, is simply immense. It was no laboratory experiment; the results emerged in the working of a considerable plant, run frankly as a commercial proposition. The results were simply “the united and enthusiastic concentration of an amateur football team”—in the apparently prosaic and “soul-deadening” business of the manufacture of paper-pulp. And the men had the freedom they wanted—freedom to put into the jobs by which they earned their daily bread their brains, their constructiveness, their natural desire to excel, their sense of humour, their delight in a piece of work well done, and above all, perhaps, their sense of being integral parts of a whole great team which together had a job to do that each man could gladly put his best into.

Lt me call on Professor Jones once more. He is writing now of the moral

life—the life which, I believe, Everyman, in his deepest heart, *wants* to live, which, if God was made man for us all, he is meant to live. “It is at once obedience and autonomy; obedience which never questions nor demurs, and which is at the same time the joyous expression of the heart’s own desire . . . The ideal, the divine, the good, is that which works in the moral process, and incites its activities. It is, in the language of religion, the operative indwelling of the Most High; necessity appears as liberty, the divine behest as joyous aspiration. It is the best that the mind of man can imagine, or his heart desire, and that which gives worth to all else. The good that is eternal becomes the growing motive of his life; the mortal puts on immortality; God appears in the flesh, and brings back to Himself, *freely*, by perfect acquiescence and joyful participation in His ends. “My meat and drink is to do the will of Him that sent me, and to finish His work.” Deprived of the opportunity of obedience, man is deprived of all. *His ideals are his life.*”

So the answer of our ritual, “unselfish service,” is not right *because* it works. It is right, I am sure, because one of the deepest laws of the world we really live in is that perfect service is perfect freedom. But we shall none of us understand it really if we think only of the law. We must think also, if we are to understand, of Him who tried to teach it us, and strive that His image may begin to be formed in us. If that is to happen, “we must look at Him often, and look at Him long; for the more we look at Him the more we shall love Him; and the more we love Him, the more we shall try in every way we can to be like Him.”

P. W. M.

MAN AS A CREATOR

Under the Mark VII Branch News in the April JOURNAL there was a very short account of a talk by Robert B. Wolf, a member of the Toc H United States Committee. A further reference to this matter was then promised. The note which follows is based partly on recollections of the talk itself, and partly on three papers by Robert Wolf—(1) “Modern Industry and the Individual,” reprinted from the American Magazine “System”; (2) “Non-Financial Incentives,” a paper read to the American Society of Mechanical Engineers; and (3) “Periodic Planes of Creation,” reprinted from a book called “Linking Science and Industry.” Robert Wolf is in no way responsible for the note itself. It is hoped that he will recognise in it an attempt to present simply and fairly some of the main points of his most interesting talk at Mark VII.

ROBERT B. WOLF became manager in 1908 of a Pulp and Paper Mill which in that year was turning out 42,000 tons of pulp “of the poorest quality.” He was definitely instructed to increase the output and to improve the quality. And he was definitely prevented from offering any financial inducements to the staff, whether superintendents, departmental heads, or workmen. Five years later, “without adding to the number of digesters for cooking the pulp or wet machines for handling the product,” the output of the plant had been increased to 111,000 tons “of the very best quality.”

Wolf was explaining one day to an eminent business man the results he had been obtaining, and *how* he had obtained them. In the conversation he was

brought sharply up against the searching question *why* they had happened—why the men, without any financial incentive, had turned out so much more work, and so much better work. He found that he had no real answer to this question. And he guessed that the reason was that while he knew a good deal about the plant he was handling, and all the technique of the trade, he did not know nearly enough about man—Everyman, the ordinary skilled workman, the ordinary labourer—whom his experiments had proved to be a most important factor in the process. As he failed to find anyone else who could give him a really satisfactory answer, he thought he had better try to find out. And he decided he ought to begin at the beginning and, before tackling anything so complex as man, to study the process of evolution in the material world. So he embarked on a course of geology. That led on to biology, embryology, and all sorts of apparently unrelated things, including the study of comparative religion. And in finding the answer to the question why his men had done what they had done, he found that in a view of life and of man which is often thought to have little or nothing to do with modern large-scale industry lay the key to the problems of labour “dis-ease,” labour inefficiency and labour disturbance.

WHAT IS AND WHAT MIGHT BE.

It is impossible in the space available, even if it were possible otherwise, to describe fully what Robert Wolf did in his pulping plant. He began by designing and preparing careful and detailed records of all that was happening—records of processes or parts of processes, records of the performance of groups of men or of individual workmen. The original idea was to find out by these means what could be speeded up and what improved. It was no part of the plan to show the records to the men at all. The managing staff, however, found the records so interesting, and so puzzling, that it occurred to Wolf to show them to the men, on the chance that they might be interested too. Presently they were, especially perhaps in the extraordinary unevenness of their own performances—a thoroughly good result one day, and really bad work another, without any apparent reason. And directly the men's interest was aroused, they began to look at their own work in a new way, and to wonder why it affected, for instance, the quality of the pulp so much as the records showed that it did. The recording then began to assume a new form, and to be designed in particular to two definite ends, first, to provide for the men information, continually more information, which they themselves wanted to have, and, secondly, to give every man, or group of men, not only a record of a single job, or day's work, but a “continuous progress record” which told how he, or they, were improving in the mastery of the process, or getting worse, or just varying without rhyme or reason. (Of about 1,200 men employed, about 600 had full records provided of their own individual work.)

For example, one of the most important processes was the “cooking” of wood-chips in a “solution of sulphurous acid partly combined with a lime base.” The cooking was done in digesters about 50 ft. high and 15 ft. across, and lasted

over 12 hours. Gas had to be released from the top of the digesters and steam let in at the bottom so that the temperature should be advanced steadily in a particular way, and the pressure inside the digester kept, till almost the end of the process, at 75 lbs. to the square inch above atmospheric pressure. At the end of the process, when the gas was nearly used up, the gas pressure and the total pressure, steam and gas, had to fall in a particular way, neither too rapidly nor too slowly, until the moment came to "blow" the digester and stop the process. This was to be done when the liquid in the digester, which was absorbing lignite from the wood-chips, turned a particular shade of colour, and it was desirable that the pressure in the digester should be brought as low as possible before this happened. First of all an ideal cooking chart was worked out, being the joint work of the "cooks" handling the digesters and the chemical research department. In this chart temperatures were "reduced" to pressures, and three curves only were drawn showing how the gas pressure, the steam pressure and the pressure on the gauge, the total of the two ought to vary (or in some cases *not* to vary) in each stage of the process. This ideal chart was "copied" on slips of glass, of which each cook had one. He also had a chart (and of course recording instruments) which enabled him to record every half-hour, or oftener, the *actual* pressures in his own digester. By slipping the glass over his paper-chart he could see at once whether he was varying from the "ideal," and in what direction, and could alter his pressures accordingly. (This record, as it happened, was designed specially to lay stress on quality; it could have been planned equally well to stress the amount of output or the cost of the work.) This was made up of four separate records, for temperature, colour of the liquid at the end of the process, time, and the lowness of the pressure in the digester at the end of the process. An ideal or standard temperature curve, showing how the temperature *ought* to vary throughout was arrived at, and the actual temperatures recorded were compared with this, 100 marks being given for every half-hourly reading which agreed with the standard, with 5 marks off for every degree too high or too low. The correct time scored 100 marks with a mark off for every minute above or below the standard. So with the other factors. Then all the marks were combined, the marks for temperature being given the highest value, because temperature was the most important factor, and the marks for "blowing off" at the correct low pressure the lowest value. Thus every man had a set of figures which showed the "value" of his own work from day to day, and month to month, showed how he was improving or otherwise, and enabled him to compare his own performance with that of everyone else doing the same sort of work.

Other processes of very varied kinds were dealt with in similar ways, the same principle being observed. Every demand of the workmen for more information was to be met, if possible. Every suggestion of theirs for improving the process, or the materials which had to be used, or the measurement of results was to be considered. And all the "ideals" or standards were to be worked out by the scientific research staff along with the men actually doing the work. The broad result on the material side I have given in the first paragraph.

Wolf says it was "all the result of the freedom our men were experiencing because they were working in an environment which stimulated thinking. They had ample opportunity constantly to increase their knowledge of the underlying natural laws of the process, and were therefore able to realise the joy which comes from a conscious mastery of their part of the process." In the papers quoted in the heading he shows clearly not only that on his system the quality of men's work steadily improved, but, what to my mind is more interesting, that when quality was the main factor in the record, the desire to excel was strong enough to bring all the men—whose records at the beginning varied very widely—practically to the same degree of proficiency. And he told us at Mark VII of a "cook's" labourer, who was thoroughly incompetent and a persistent drunkard while the old methods were in force, finding his work so interesting that he decided that drink was dull, and made himself a first-rate skilled "cook."

THE "DIS-EASE" OF LABOUR.

Why it all happened it had best be said as far as possible in Wolf's own words. "Why is it that men work half-heartedly, giving a minimum return for their wages? Why are they so commonly dissatisfied, grumbling at petty annoyances, and resentful of attempts to help them? Why do they strike, and why are they so willing to listen to those who are capable of voicing their discontent? . . . If one wishes to be cynical, it is easy to remark that all are opportunists anyhow, and that the workers just now* see their opportunity. Such answers, however, go only to results—they do not touch causes. Intelligent workers and intelligent employers are more concerned with underlying causes than with immediate results. They want to prevent labour diseases rather than treat them, for the present labour unrest, which we are right in calling 'dis-ease,' is one of the most serious problems that confront the world to-day. The worker is the biggest national asset, the most potent in war or peace. Labour is not an incident of industry. It *is* industry, for it includes all human activity, both mental and physical. . . . It is vital that the employers use their utmost efforts to get down to fundamentals and cease confusing results with causes. This will be no easy task for the average employer, as he has so long been engrossed in the immediate manufacturing problem that he has given little thought to the larger and more important human problem.

"The cause," Wolf says elsewhere, "of practically all labour inefficiency—a prelude to labour disturbance—is lack of interest." (No problem of wages arose in the case he was considering. Good wages were being paid when his experiments began.) "There are only two ways," he goes on, "out of the dilemma. The first is to create interest, and the second is to accept want of interest as inevitable and to speed up by pressure." In reality, he points out, there is no choice, as the second method, "the Prussian method, is in process of destroying itself."

The fundamental idea at which Robert B. Wolf arrived as a result of the

*Written of America in 1918.

studies I have referred to is that man (not merely you and me, but the other people) is on an entirely different plane of creation to the animal world, that he is primarily a "creator," that conscious, creative activity is of the essence of his life, and that (if he is really to be what he can be) he must be provided with opportunities for exercising it. (We ought to expect that, ought we not, if it be really true that man was made in the image of God ?) Now the progress of industry "from individual craftsmanship to infinitely divided, standardised machine production" has "taken away from man the opportunity to create a finished article." The workman has become part of an industrial organisation. The man who, as Wolf himself did, goes into paper mill as a workman after a long course of technical training can work out the laws of the process on which he is engaged, and may be able to exercise his creative faculties in his work. The average workman not equipped in this way cannot do this easily, or perhaps at all. Therefore in many industries "the worker is no longer a craftsman or a mechanic, but performs merely a series of motions in which there can be no pride because in his mind they are only remotely related to the finished product." He is "merely furnishing a machine with organs of sense." The average employer has on the other hand been so engrossed in the material, manufacturing side of his business—perhaps necessarily engrossed—that he has neglected the study of the human factor, "the principles underlying human nature," the question what man really *is*. Wolf maintains that he "knows" from actual experience that it is possible so to stage even routine work that it will draw and hold the interest of the worker to an absorbing degree, and he contends that wherever work is monotonous it must—because man is the most important factor in industry—be re-designed "under methods which bring forth intelligent conscious control on the part of the worker."

To Robert Wolf "the most important task confronting humanity to-day is to substitute the creative for the acquisitive motive in the economic group." To him "a competitive separateness, selfishness and acquisitiveness" are the natural law not of the Human Kingdom, but of the animal. "The more completely man expresses the dominant idea of the Human Kingdom," the more man is consciously exercising creative activity, "the broader becomes the field in which all may find expression. Competitive separateness becomes a barrier to progress in the Human Kingdom, where greed must be supplanted by unselfishness, and acquisitiveness by the motive of service, . . . and man's desire for moral and spiritual growth (must become) his dominant motive in life."

P. W. M.

THREE NOTES ON THE ABOVE

A PERSONAL NOTE: Before Robert B. Wolf talked at Mark VII he came to tell me what he was going to talk about, and why he was doing it. He found me writing notes for articles which have not yet appeared in the JOURNAL. I knew that when he came over at the Birthday Festival he was most anxious to be convinced that Toc H was what he was looking for, but that even afterwards he was not quite satisfied. I found out then that his reason was that he did not know how Toc H stood in relation to the ideas I have been trying to outline, and how a branch meeting would "re-act" to them. He was going to try those ideas on me and

on Mark VII. I watched him grapple with Mark VII; I think that he was satisfied, as I know they were. As for me, I inflicted on him some of the notes I had been writing, and convinced him that I at least agreed that it was part of the business of Toc H to get the ideas about that man's primary interests were spiritual, and that, whatever may have been natural or inevitable in the past, it is of vital importance now that industry should, wherever necessary, be re-designed so that man, Everyman, may in his work have a real chance of being the best that he can be. Wolf's talks on the subject, and the papers I have cited, have immensely deepened my personal conviction that if the ideas can be "got about" sufficiently, the practical changes necessary can be made.—P.W.M.

2. NOTE BY A VICE-PRESIDENT OF TOC H, A CONSIDERABLE EMPLOYER: The report of Robert Wolf's experiences is profoundly interesting, and certainly opportune. Attention is now forcibly directed to the problems of the industrial world, and industrial unrest has resulted in partial stoppage of the country's business and commerce. Much has been written, elaborate formulas and machinery have been proposed, to prevent these breakdowns in our industrial relationships. But many of the theories propounded, and remedies suggested lack practical application because they entirely fail to observe fundamentals. Wolf's success—the writer of these notes has had similar difficulties to overcome—is primarily due to that main essential, the recognition of the human factor in industry. Wolf treated his workpeople as men, and not as mere machines; he broke down that definite line of division or demarcation between the office and the works which unfortunately exists in many concerns to-day; he interested his workpeople in their job; he made *his* problems *their* problem. By these simple and ordinary, but common-sense methods, he demonstrated conclusively that the tendency to-day in the industrial world to make automations of workpeople, to work to mere forms and instructions without explaining why, to refrain from supplying them with information which would create an interest in their work, is wrong, and is certainly responsible for much of the unrest we have now to combat. The highly-organised combinations of employers and workpeople to-day, necessary and useful as they are, have tended to eliminate consideration of the human factor and to abolish almost completely in many factories and works the personal and intimate connection between the employer or his representative and the workpeople. This must be restored; it has been restored in many concerns in this country with resultant success.

The establishing of Works' Committees has achieved in many cases what Wolf has done. Experience has proved that workpeople are not unsympathetic or unresponsive if employers will make a real and sincere effort to obtain their confidence and co-operation. A clear statement of the difficulties underlying competition, a logical reason for this alteration, or that change in manufacture, proffered gratuitously, and *not* after friction has arisen, will abolish suspicion and encourage team work. Employers in the past have too frequently met their workpeople only after friction and unrest have arisen because explanations which might have been given have been withheld.

Many, reading of Wolf's experience, will naturally ask why the profit accruing from the workpeople's increased efficiency should be enjoyed by the shareholders alone. Profit sharing or co-partnership has been proved to be entirely successful in many cases and has been satisfactory to both employer and workpeople, but it is often impracticable, particularly in those concerns where there is a marked fluctuation in trade. And after all Wolf succeeded without it. To say that his methods could only succeed in this country with co-partnership is tantamount to a confession that the only solution to industrial unrest is profit sharing. I do not think so. I am a firm believer, and am optimistic in my conviction, that the main factor in creating the right spirit in industry lies in the application of Wolf's practice, varied of course and adapted to suit particular problems, that is to treat men and women as human beings, give them opportunities to use their creative power, invite and encourage their co-operation, create the "team spirit."

3. AN ENGLISH EXAMPLE: "On the whole the worker of to-day, through the sub-division of his task, inevitably has a sense of remoteness from the purpose of the industry in which he is engaged. The problem is not solved alone by the limitation of hours which he has demanded and secured. Greater leisure, it is true, may give him opportunities for the fuller self-realisation denied him by the nature of his occupation. That is one of his needs. But in the industry itself in which he is engaged he still needs the sense of a purpose and the 'pride of purpose' in his daily work, for, whatever incompatibilities there may be between the worker and his task, a man's work should not be divorced from his life, nor need it be." These sentences have expressed for many years part of the creed of a great English firm—they are quoted from Messrs. Cadbury's *Bournville Annual* for 1926, the title of which is *Work and Play*. In a little book which is well-written, and beautifully illustrated and produced, the theme is developed that "Work and Play are not only closely related subjects, but *one* subject." One section deals with the Training department, in which charts of the worker's progress are used; the Works Suggestion Scheme which encourages workers to think out improvements and take out patents on equitable terms, is also illustrated. Factory "lay-out" and management, play and the full social life of the works are dealt with briefly and illustrated by excellent photographs. Readers interested in Robert B. Wolf's ideas should certainly write to Messrs. Cadbury, Bournville, for a copy of *Work and Play*.—Ed.

"CHILDREN'S MEN"

TOP-NOTE: *The Spouter of the following effusion begs to announce that it was scrounged from him by the Editor on condition that it appeared as spouted. There are a few references to localities and strange beings which may not be readily understood. Let it be known, then, that anyone wishing to know more about "Children's Men," "Locality A," "B.I.," "Fitz," and "Brobas," may obtain all information from R. C. Grant, the Editor himself, or from any member of the Central London Banditti, whom such enquirer is invited to track down. There's a new job in all this for some readers—and what more does a Toc H member ask for?*

GENERAL CONSPECTUS

THE sub-title has not anything to do with anybody who did something in the Great War—you people have no idea what a lot of difficult words I know how to use. But, in order to come down to your level, shall we add, as an auxiliary title, "London from Children's Men's Eyes"? Since the idea has fertilised, I have seen what I call my little masters and mistresses under quite a new aspect, and with quite different hopes. Of course I vote for Locality A, Pimlico. Take then Pimlico, and ride "across the bridge" (*from Alec Paterson's side*) in a tram, with a reflective pipe, and look at the dull streets to the left of you. Why, in the name of all that is best worth having for the children now and the next lot, why should not a great and grand Picture-Palace, run by "Children's Men," erect an attractive front right bang in the centre of those deadly dull little streets? A Picture-Palace I say, as utterly unlike the picture-palaces which deface our high roads as the Swallow Falls, near Bettws, are better than the Surrey Canal. How long is this generation going to bear with the positively repellent series of posters which invite the young Britons to come in and learn how to murder! It is not only the direct impulse given to crime, but the perfectly horrible lack of all artistic sense, which makes one long to take knife or brick-bat, if one could only mark down the artist. Outside, our Children's

Palace should have some things quite different—I leave what sort to the children who, if ever this idea germinates (and remember whose large head the parent-idea came out of) shall be consulted by picture-maker or artistic designer, as to what they, the kids themselves, may suggest. This will have to be the next generation of kids; perhaps Her Importance, age now $2\frac{3}{4}$, may lead the way. The older children of the present day have looked so long at cowboys and indecent supper scenes that they have got as much acclimatised to them as we mere males have to pink stockings. But it will be inside where the Children's Men of the future are to have their chance. Oh B.I., and Oh Fitz, we three ancients shall be looking at cloud pictures from the other side—for no lasting reforms can come as quick as we want this one—but think of it! Think of nothing more coarse than *Alice in Wonderland*. Think of nothing more dull than a toad eating a worm, which I can assure you is a very moving tragedy—at least for the worm. Think of nothing more educational than what one now gets in the very excellent series of topical views, and the equally excellent series of Zoo pictures. The beauty of the thing will be chiefly the kind of pictures which will not be shewn. Good old righteous *Punch* has long ago got at the heart of the matter; do you remember Maudie, age $6\frac{1}{2}$, “I expect, Grandmamma, that is the co-respondent”? Of course you will say, “Oh, but it can't be done.” Can't it, my lads? You wait. Meanwhile supposing the Perambulation of Pimlico (which I fully expect “Hollows & Son” to undertake at no distant date) supposing, I say the P. of P. as above leads the perambulators (an *e* and not an *o* is correct here) to a little vacant space doing nothing, too small to be built on, too insignificant even to have a picture of beer. Well, then, supposing there came along a little party with a man who once planned, contrived and brought into existence, a divine little toy garden $2\frac{1}{2}$ miles and a bit by a mile or so (children's scale of tin soldiers); and supposing that, knowing their audience, Dunderheads and Brobas, get me this little bit of land doing nothing, and papers shewing that it henceforth belongs to Children's Men and the Pimlikiddians, give me leave, and a modicum of working expenses (quotha), and I will engage to make this little bit of desert rejoice the heart of many a little William, Henry, Nancy or Mary Ann. For, if it doesn't bear real roses it shall bear little lovely lawns of real grass, it shall have a river and a lake, it shall have a castle on the Hill, and a church and a public house, and it shall have plenty of inhabitants, twopence and threepence each (you can buy them to-morrow). Why! at this moment I am well acquainted with “Fairlands Farm” which possesses after only two years since its foundation (it lives, when it is *out*, on the dining-room table, or, on gala days, on the drawing-room floor) no less than 109 inhabitants, counting the junior chickens, and goes on growing and growing at leaps of as much as half-a-crown a birthday, and we're only waiting for a clergyman, whom we *can't* find, to marry Dolly the Dairymaid to George the second Handyman, who have been in love for a long time. Farmer Kent, I should tell you, is there twice, which sounds impossible, but I will explain. On any ordinary day there he is, looking just what he is, nice and fat and prosperous, for two new sets of cardboard pig-styes (home-made), two largish-sized geese, a pond, a lady

sitting always on her luggage (rather a trouble she is), one extra cow and three yellow ducklings have been added to the establishment, since Easter. But sometimes, on an extraordinary day, one of the children makes a noise like a hunting-horn ! Then, all grown-ups present, and any children not in the know, are requested to avert their faces ; anyone under ten puts his head in a chair. Then after a hurried and excited interval the noise like a horn is reproduced. And then, " Now you may look ! " Would you believe it ? John Peel himself, the Duke and Duchess of Beaufort, several horsemen, not going fast enough for good effect, and Farmer Kent himself, well mounted on Dobbin, who on ordinary days—well, you understand, Dobbin is Twice too. Spare me while I reminisce a little longer, because I have just remembered the perfectly-gorgeous day when the whole Royal Academy from London (about the size and shape of Wills' Gold Flake cigarette cards) arrived in the new spring cart. You never saw or dreamt of such a scene of excitement ! Two wild foxes, and one tame one, all the hounds, Farmer Kent and Dobbin in their Twice, Dolly the Dairymaid, and the other one who has to bring her cow with her, George and Charlie the Fogger, all the small pigs and the pigeons and the ducks in a reserved compartment to themselves, the village policeman, with the lady on her boxes, I assure you it was as good a crowd as any dining-room table has witnessed for many a year. Well, then, the President of the Royal Academy (who looked uncommonly like a station-master still in his uniform) stood up on the stile which had been moved two fields to the centre of things, and discoursed, in the voice of twelve-year-old Pickle, made a little more erudite than usual, on art in general, breaking off occasionally into a squeaking enquiry such as " And how are you, my dear ? " addressed to one of the sheep. Well, well, well, little things please little minds ; may my mind keep small ! Anyway, you see these things which can be done on the table, can be done on the floor, the floor may quite easily be in the open air, well fenced in, and walled-in if you like, and in the keeping, with a living wage, of some old or wounded man who loves the children, but can scare away ruffians, with a charge on some days, and no charge on other days, to see it and to play in it. Don't you know, friends all, that what children want most is proportion in the things they play with ! Give it them, give them little bits of fairyland, and in giving it, add grist to the mill of the " Children's Men." Lord Roberts Memorial Works, some toy shops, which have yet to be evolved, plenty of well-paid labour—if this idea could only grow ! And presently, a great competition between, shall we say, " locality A," and " locality ZZ Deptford," for the great challenge vase, given for the best toy garden as developed under our scheme. Perhaps, perhaps not. But much nearer our powers of doing at once ; from this very moment every Broba who wants to be a good Broba will please get into his head thoughts about the children, thoughts specially about the children in Pimlico. Except we be reprobate, thoughts *about* the children will soon change to thoughts *for* the children. Good-will towards children, and the means to let it work ! We are out for that.

T** C***** B*****

A NEW PILGRIM'S PROGRESS—XVI

FURTHER good news of Padre Harry Ellison's pioneering for Toc H in Africa was confidently promised to readers of this month's JOURNAL. Here it is :—

*Grahamstown,
Cape Province.*

June 8, 1926.

My dear " Journalists,"

I won't try and describe in any detail the last month's doings in Johannesburg and Pretoria beyond saying that I am inclined to look back wistfully to the comparatively monastic calm of that little " dorp " known as London. I think I have just managed to avoid the doctor's clutches since I left Johannesburg 4 days ago, but I am not sure that my wife's divorce proceedings (*Ellison v. Ellison and Toc H*) will not soon appear in the list! She is now known in our episcopal household (the head of which is not altogether unknown in Toc H) as the " Tin-can " attached to the Toc H dog's tail, in spite of her protests that she is all out to retard the said dog rather than to urge him on. Anyhow it has all been infinitely worth while. Johannesburg and the Rand are the biggest experimental fields for Toc H, in the matter of size and population, that there are in this country, and in that way they are, comparatively speaking, equal in importance to London itself.

FINE HOSPITALITY.

Apart from innumerable talks and journeyings, and the joyful linking up again with many old friends and the making of still more new ones, there are some main happenings which must find their place in the JOURNAL. I know that they won't wish it, but I must give first place to the delightful hospitality which was given to us both unfailingly by the Bishop and Mrs. Karney, and at Pretoria by Neville Talbot and his sister. Apart from everything else their advice (and the friendliest of criticism at times) were invaluable in such a rush campaign as this had to be. Then Toc H stands largely indebted to the local Press for the way in which they were all out, not merely to create the right atmosphere, but to give whatever help was in their power, and to give it without stint, and frequently without the asking. Again, as far as I remember, out of the forty or so Toc H talks we had in Johannesburg and Pretoria, not one took place in a hired hall or room. A great central Stores in Johannesburg gave us their wonderful tea-room for the first meeting of the " Johannesburg Central " Group, the waitresses remaining on after hours for the purpose, and followed this up by granting the room, week in and week out, for the Group meetings. Needless to say, the Group now find that Toc H provides excellent waiters of its own! In Pretoria, the principal Hotel, without the least hesitation, followed suit. This JOURNAL should, rightly, be filled with acknowledgments of similar help given by different bodies, both with regard to the use of their halls, and in the way of working up meetings, but I know that they don't expect it. Good luck to them!

Then there come vivid memories of three crowded days in camp with the Defence Force at Potchefstroom; of much hospitality in messes and of suddenly finding myself called on by the Mess President to talk to officers and their guests at one big lunch; a talk and pow-wow at the Y.M.C.A. tent; another in the middle of a great smoking concert for N.C.Os., with various good friends of the Old House among them. A camp of between 2,000 and 3,000 men between 18 and 22; its officers as fine a body of volunteers as you could strike anywhere; and the camp itself as " dry," to say the least, as any American State could well be. There followed talks both at the Witwatersrand University and at the Transvaal University College at Pretoria, the latter in three sections, in two of which they had cancelled lectures to give Toc H

a chance. I tried to tell the Dutch and English students at these meetings how greatly I hoped to be allowed to set the Toc H Light burning at Ladysmith, in the very heart of those great cemeteries of a quarter of a century ago where Dutch and English in their thousands have lain so long side by side, and they seemed quick to see the point.

Another less happy memory was of an old Railway Missioner misreading his time-table, mistaking a "Saturday only" train for an everyday one, and having eventually, after many alarms and excursions, to do a record motor drive of "umteen" miles along the main Reef Road to Benoni, the compliment being more than repaid when the new Secretary of the said Group motor-biked some 30 miles in to one of my later meetings to ask me a couple of questions. Rotary, as ever, were generosity itself both in Johannesburg and Pretoria and will, I know, help us in any way they find possible.

One could go on endlessly anent the vast encouragement of it all. (No, I am *not* forgetting the sunshine and the altitude of 6,000 feet, and the proverbial effervescence of such a combination! I have my own private belief as to the future of "Toc H Transvaal," but wild horses won't drag it from me till after the event.) I should like to tell of the L.W.H. meetings; of one of the greatest of Springbok footballers among the first to join up (not with the L.W.H. Mr. Editor!), and of the splendid work of the Committee which Godfrey Evans had got together.

A GREAT MEETING.

But I must finish on the note of the last combined meeting which was held at the Scientific Club's great Hall last Thursday in Johannesburg. The shortest of notices was possible only (and none in the Press, by request), but 160 "blokes" from 10 provisional Groups and one authorised one rolled up, including three motor-cars full of stalwarts from Pretoria, 45 miles away—among them the one and only Neville, and men from 30 miles off along the Reef. It was pure Toc H all through, including "Rogerum" by the Lord Bishop aforesaid at the end. Some 30-40 original members of the Groups were admitted with the Keiskama Hoek Lamp—this in addition to Members of the working Committee who had been admitted previously. We had cables from Headquarters, Keiskama Hoek, East London and Durban, and sent our own to them. A cable of salutation in the name of 400 Probationary Members, Dutch and English, was sent to our Patron, and I have since had a splendid and gracious one from him, which I am passing on at once. For the rest I nominated a provisional Executive for the Transvaal, which will, I hope, shortly receive the authority of the Central Executive, and also we agreed on a body of four good men and true to act, provisionally, in all urgent administrative matters, under the Executive, pending some more permanent arrangement. I hope to be back there again for the first week in August.

I am writing terribly against time for the Mail, Mr. Editor, but I must close with a quotation or two. (1) A dear old Railway friend of mine greeted me with "You're making a nice show of yourself up here." "What's wrong, old man?" "Why, what's all this Kruschen feeling in the air here about Toc H?" (2) A letter from an unknown Dutchman, a forest ranger, on the Low Veld in Portuguese East Africa, contains his application for membership and the following:—"I must say what a great *Christian Brain Wave* it is, I never thought such a wave could have started out of such a place as it did start. It is like the morning breeze. Very few know this breeze; only we that sleep on the Veld at night or in the wild forests, and wake up early in the morning, know its movements in the branches and the grass. It is a sign of the Dawn—the coming of the Sun (Son!). The advance may be cloudy, but, nevertheless, the Sun will be seen! And then?"

He has written a message to Toc H all over the world without knowing it, I fancy, and will, I am sure, forgive my quoting it.—Yours always in Toc H, HARRY ELLISON.

AUSTRALIA'S FIRST FEDERAL CONFERENCE

THE May issue (Number 4) of *The Link*, the Journal of Toc H Australia, is of quite special interest. It is a double number of 16 pages, half of which are devoted to general articles and news, and half to a report of the First Federal Conference, held at Melbourne on April 27-30. The Conference is a land-mark in the history of Toc H Australia, out of all proportion in importance to the number of delegates attending. They were only twenty men, but they had been sent by Victoria (10), New South Wales (4), South Australia (3), Western Australia (2), and Tasmania and Queensland (1 representing both)—drawn together from a whole continent. It is very difficult for members at home to realise the immense distances which separate our members "down under," or the sharp inter-State rivalries, in ordinary life, within the Commonwealth. The report itself begins by summing up the chief result: "It was a wonderful triumph for the Spirit of Toc H. . . . Unanimous decisions were made regarding the following important points" (it names seven) . . . "Delegates came with decided and definite views on many of these points, but the wonderful unanimity of the Conference swept aside all difficulties."

The Conference began in the afternoon of April 27, with H. J. Ramsay (chairman of the Victorian Executive) in the chair and Mark Robinson (late Adelaide jobmaster, now training to be Adelaide padre) as vice-chairman. A cable was received from H.R.H. The Patron—"My best wishes for success of first Federal Council of Toc H (Australia)"—EDWARD P., Patron. The "official opening" was performed on April 28 by Rotarian A. C. C. Holtz (Melbourne Rotary Club), after corporate communion services at St. Paul's Cathedral and the Baptist Church, Collins Street.

It is impossible in the space at our disposal to deal adequately with all the issues of the Conference: members should write to Melbourne for *The Link* (3d.). Here is a brief summary:—

(1) "THE EPONYMOUS HERO" (i.e., an Australian counterpart of Gilbert Talbot). Resolution passed—"That Conference considers that the oneness of aim and works of Toc H in Australia should be symbolised by the adoption of an Australian eponymous hero, but considers that the time is not yet ripe, however, for the selection of any particular name, and meanwhile asks all State Executives to refrain from any sectional action in the matter."

(2) SCHOOLS WORK: Resolution passed—"That this Conference recommends to all State Executives that every effort should be made to get in touch with senior schoolboys with a view to enlisting their interest in the ideals and work of Toc H. It does not generally favour the formation of school Groups of initiated members." (This is the general line of Toc H practice at home.)

(3) ADMISSION OF MEMBERS: Resolution passed—"That, with a view of keeping the standards of membership braced, the following principles are recommended for observance in all Groups: (1) A definite filling-in of an application form and a period of probation tested by service; (2) The responsibility of sponsors for candidates; (3) The final test to be generally one of Group endorsement" (i.e., the Group should be unanimous in favour of admitting a new member).

(4) TERRITORIAL BOUNDARIES: Resolution passed—"That districts be allowed to come under the jurisdiction of the Executive of a State other than their own by consent of both State Executives concerned" (one can conceive a similar situation, on a smaller scale, arising between adjacent Federations at home).

(5) "THE GENTLEMAN'S AGREEMENT": Resolution passed—"That pending the permanent establishment of a Federal constitution of Toc H, the need of the larger unity of Toc H (Australia), the matter of the granting of Lambs and standardisation of symbols and badges, and the control and financing of Toc H publications, shall be met by a temporary Federal Agreement between the States concerned, operating till the next Federal Conference, and that a committee, consisting of one representative of each delegation, is hereby appointed to consider the terms of such agreement

and report to the morning session of the Conference." This was, with little doubt, the most important resolution of the Conference, resulting as it did in what *The Link* calls a "historic document" which goes down to Toc H history as "The Gentleman's Agreement." The full text of its 16 clauses will be found in *The Link*. If at first sight it looks like needless red-tape to some readers at home, let them reflect that Toc H Australia is at the critical stage when its traditions are being founded and the lines of its future laid down—in other words 1926 over there is comparable to 1922 over here, when our own Charter was being prepared. This is, so to speak, an experimental Charter—to be tried out and amended, if need be, without the difficulties which Toc H at home has had to undergo in amending its legally binding Royal Charter. "When inter-State Toc H delegates came together," says *The Link*, "to found Toc H (Australia) firmly and well, their chief desire was to make some arrangement whereby the family in all the States could be bound together in the bonds of 'brotherly love and mutual forbearance'". This agreement is, for the time being, the law of the family.

(6) THE FORSTER LAMP: It was decided—"That, subject to the donor's consent, the Forster Lamp should not be allocated to any Branch, but should be kept as the Federal Lamp of Australia, an Australian counterpart of the Prince's Lamp in the United Kingdom. It was proposed that the Forster Lamp should be kept burning in the Warriors' Chapel of the Anglican Cathedral at Newcastle (N.S.W.), for the time being." (This Lamp, given by Lord Forster in memory of his two sons who fell in the War, was taken out to Australia by Tubby and Pat: for the Warriors' Chapel, see November JOURNAL, 1925, p. 306.)

(7) THE L.W.H.: A series of regulations were passed, giving the L.W.H. the right to use Toc H symbols and the ceremonies of "Light" and Initiation (subject to the control of State Executives), and the right to send representatives to the Federal Conference for matters appertaining to women only.

(8) FEDERAL COUNCIL: After much discussion a Federal Council was established with powers to bind all States in (a) the granting of Lamps to Groups which earned promotion; (b) the standardisation of symbols; (c) the control of Toc H publications. (A Guard of the Lamp was appointed, with powers similar to those at home.)

(9) "THE LINK" was made the official organ of Toc H (Australia) and various regulations passed about it.

(10) RELATION WITH CHURCHES: Three resolutions were passed—" (a) That, as a general rule, Toc H services in churches be not encouraged—such special occasions, however, as Anzac Day, as may from time to time arise, being left in the hands of individual Groups; (b) While Groups may with advantage meet on church property in any district, the Conference rules that under no circumstances must membership of a Group be limited to members of any one denomination; (c) That, with regard to the standards of membership of Toc H, this Conference rules (i) that Toc H exacts from its intending initiates no doctrinal test, and no test of spiritual attainment, but (ii) rules also that Toc H is as wide as Christianity, and no wider."

(11) EXCHANGE OF MEMBERS: Resolution passed—"That in each State by-laws be incorporated a clause for interchangeability of members of Toc H throughout the world."

(12) SUBSCRIPTIONS: It was decided that subscriptions should be a "matter of conscience," and that there should be no reference to them on membership forms.

The final business of the Conference was significant—it was to affirm "THE MAIN RESOLUTION," first solemnly passed at the Birthday Conference of 1922 in London, since re-affirmed by two meetings of our own Central Council and printed on the back of our membership forms.

On the first evening the Mayor of Melbourne gave the delegates a civic welcome; on the next Mark Robinson, the District Scout Commissioner and others spoke on the migration problem, and on the last Sir William Irvine, Lieutenant-Governor of Victoria, was the chief guest

at a guest-night. On the last afternoon a THANKSGIVING SERVICE was held in the Scots Church: after the Moderator-General's concluding prayer ("The Lord's hand is in this thing. It is the King's business and requires haste") the Federal Agreement was signed by the delegates.

B. B.

THE THIRD WESTERN CONFERENCE

REPRESENTATIVES from Bath, Bristol, Cardiff, Cheltenham, Gloucester, Exeter, Maesteg, Swindon and Taunton rallied round Mark IX, Bristol, on June 19-20. Tubby and Barkis came from London, and Toc H Overseas was represented by Padre Cyril Pearson of Calcutta and Albert White, Jobmaster, of Sydney, N.S.W. Saturday afternoon, according to custom, was given up to a cricket match, and after supper at the House, the Conference met in St. Paul's Lecture Room near by. In the unavoidable absence of Col. ORR (Chairman of Bristol Branch), Col. DAVEY (Bath) took the chair. The evening was given to TUBBY, who spoke on "Toc H as a servant of the Empire." It is not likely that anyone present has heard him speak more convincingly or prophetically; it was an address which kept the whole gathering on very high ground from the start and will long be remembered.

On Sunday morning in the tiny Chapel in the attic of Mark IX, which was too crowded to make kneeling possible for all, Tubby celebrated, with Padre Hawkins helping. Free Church members held their communion at the same time in Tyndale Baptist Chapel. After breakfast members adjourned up the hill to the beautiful old house and garden of the Royal Fort, now a University building, and held the Conference in a large class-room.

FOSTER (Bristol) made an admirable chairman throughout the day. A twofold subject was down for discussion—"What does (a) the Franciscan Movement, and (b) the Evangelical Revival teach Toc H?" The first part of the subject had been handed over some time beforehand to Exeter and the second to Cardiff; both Branches had devoted corporate study to their subject, and each sent two spokesmen to introduce it. HENRY MICHELMORE opened with an excellent brief sketch of the times in which St. Francis lived and of his life and ideal. ENGLAND criticised the later developments of the Franciscan Order and drew warnings for Toc H from its failures. When Cardiff's turn came TOM HARRIS described the conditions under which John Wesley worked in the 18th century, and E. W. EDWARDS dealt with the spirit of the Evangelical Revival. A varied discussion on these subjects followed, but just before the close of the morning session it was broken into by a member raising the issue of Intercommunion. The Chairman ruled the subject out of order, but arranged that Tubby should be present immediately after lunch to discuss it with anyone specially interested. The first session ended finely with a stirring short speech from BURFORD (Bristol, I.C.F. agent, living at Mark IX).

After lunch Tubby entered the Conference room to find almost every member present. He spoke for nearly an hour on the subject of Intercommunion, the history of the attitude of Toc H towards it from the Old House in Poperinghe to the present day. He outlined the stages of the discussion about it which had occupied him and Headquarters throughout 1925, and explained the conclusions to which the Central Executive had come (*see* March JOURNAL, p. 106). The Conference did not discuss the matter, but resumed its original subjects of the morning session until tea-time, when members returned to Mark IX and thence dispersed. Tubby preached at St. Paul's, Clifton, in the evening, and started next morning for Bath, Cardiff, and a whole tour of the West.

The numbers present at this Western Conference did not greatly exceed those of last year, but the outside visitor, at any rate, gained an impression that feet had become firmer and hands busier in the interval—that Toc H in the West Country had grown somewhat wider and a good deal deeper.

B.

FINANCIAL REQUIREMENTS OF TOC H

THE Central Executive have now received from the Finance Committee the statement of financial requirements called for by the Central Council in the resolution quoted in the May JOURNAL (p. 184).

Taking the *estimated expenditure* first, the salaries of the padres now employed, *plus* £600 for additional appointments likely to be required (the Chaplaincies in Scotland and in Winnipeg are at present vacant) amount to £3,550. The Administration Staff (including Area Secretaries employed outside London) and the Office Staff requires £5,200. This figure includes nothing for additional Staff. It is based on the salaries now paid, *plus* a small amount for probable increases in the wages of some of the junior staff.

All the other items of expenditure shown in the Headquarters' account (including the rent and other expenses of the new offices) are estimated at £3,300.

Expenditure is thus estimated at £12,050 in all.

Turning to the *income* side, membership subscriptions (Headquarters' share only) are estimated at £2,000, interest on investments £870, interest on loans to branches £460, net profit on sales of publications, diaries and badges, £360. To these has to be added "donations to general and chaplaincy funds." This item is a very uncertain one, and ordinary donations are likely to be affected by any appeal for money for an endowment fund. The Central Executive do not think that the *assured* income under this head can safely be assumed to exceed £2,500. Taking all these figures together—

Income is estimated at £6,180 : leaving a deficit of £5,870, or, say, £6,000 to be covered.

THE DUTY OF BRANCHES AND GROUPS.

The Central Executive think that *the least* that branches and groups can be asked to do is to make themselves responsible for the raising, year by year, of £2,000 (over and above the share of membership subscriptions which they pay now), or one-third of the amount which must be raised annually, or covered by fresh endowments, if Toc H is to be secured on its present basis. At least 200 of the present 250 branches and groups can be regarded as fairly established, and the Central Executive appeal to *every* branch and group, which does not apply for and receive exemption, to raise an absolute minimum of £10 a year for Headquarters, and more if possible. The Central Executive leave it entirely to branches and groups to raise the money in such way or ways as they think right and find convenient. Where it is decided to raise it by contributions from members, they recommend the adoption of the Duplex System, which has been so successful a means of raising money for Churches. The General Secretary has been in touch with the founder of the Duplex System, and will be glad to give advice as to details if he is asked for it. He will also advise, when he is consulted, regarding other methods of raising money.

Assuming that branches and groups will raise this £2,000 steadily year by year, an Endowment Fund of £80,000, which at 5 per cent. would yield an income of £4,000 a year, will be required to cover the deficit, and to secure Toc H on its present basis.

To provide for future expansion, the Central Executive consider that £120,000 at least will be required. They therefore propose to aim at raising an Endowment Fund of £200,000 in all.

All branches and groups are requested to give this matter their most earnest consideration, and to read again the report of the discussion in the Central Council (May JOURNAL). They are also asked to report by the end of October that their share of the £2,000 per annum can be relied on absolutely, and how much they undertake to contribute.

P. W. M.

DISCIPLINE

THE growth of Toc H makes it necessary to consider whether the present arrangements for dealing with definitely undesirable or unsuitable members are adequate, and if not how they ought to be altered. The Sheffield Branch has asked that "Branches shall have power to expel undesirable or unsuitable members from Toc H (whether Branch or General Membership) subject to an appeal to Headquarters, and to an interview with one of the Padres."

The present position is as follows. *Firstly*, as regards election to Toc H. The Central Executive has full powers of election. It has power to give power to elect either (a) to a sub-committee appointed by itself, or (b) to a Branch Executive Committee (*not* to a Branch). It has, in fact, delegated (1) to the Executive Committees of all regular Branches the power to elect members of their own branches and also general members of Toc H (but *not* members of other branches). It has also delegated to the Headquarters Elections Sub-Committee power to elect general members, *including* members of groups. Group Committees have no power to elect members.

Secondly, as regards transfer of members from a regular branch to the general branch. Regular Branch Executives (*not* the Branches) have power to do this, *if* the member affected consents. If he does not, the rules require them to hear the member, or give him an opportunity of being heard. They may then pass a resolution recommending transfer, but must state their reasons fully. The resolution is then to be sent to the General Secretary. He is bound to make the transfer unless for any reason he thinks the Central Executive ought to pass orders on it; and in that case he must refer the matter to the Central Executive for orders. (Branches have not applied these rules fully, and have not recognised the power they give to keep the branch membership, as it ought to be, live and keen).

Thirdly, the power to *expel* members rests at present with the Central Executive alone. They can, if they wish, delegate it to the Administrator or to any sub-committee or sub-committees appointed by themselves. They cannot delegate it to Branch or Group Executive Committees.

The power to expel has been very rarely exercised. In one case an order has been passed on the recommendation of a Branch, in another on that of a group submitted by its own Padre, through the Area Padre. The few other cases dealt with have been brought up either by Headquarters or by members of the Central Executive. The cases have been so few that it has not yet been thought necessary to appoint a sub-committee to deal with them.

The Central Executive propose to review the whole matter in November next, and they invite regular branches and also Association Padres and Area Secretaries to send in *by October 15th* any proposals they wish to make, *with their reasons for thinking that any changes in the existing arrangements need be made*. The cases of transfer from branch to general membership, and expulsion from Toc H altogether, should be discussed separately. The Central Executive will consider all proposals made, but they will not think it right to proceed with any proposal which involves (as the Sheffield Branch proposal does) an amendment of the Charter or the By-laws, unless the strongest reasons for doing so are given. Probably, if anything need be done at all, all that will be necessary will be to appoint one or more small sub-committees of the Central Executive (like the Guards of the Lamp) to deal with both compulsory transfer to general membership and expulsions. Such committees could, if thought necessary, be appointed for local areas.

P. W. M.

"R.U.R."

THE Toc H Drama League are not afraid of difficulties. By far their most ambitious effort has been "R.U.R." produced at the Cripplegate Theatre, London, on June 10 and 11, and the difficulties of production were increased by its enforced postponement owing to the Strike, from May 6 and 7. The very cause of its postponement, however, gave it a topical touch, for "R.U.R." is a satire on modern industry. All four acts take place inside the works of "Rossum's Universal Robots" (R.U.R.), the machine-made mechanical men and women who are being turned out, in different grades and at different prices, to do all the work of the world. A very arresting play, with its warning that machinery, through its very perfection, may become master of the men who intended it to be their servant, and its Toc H moral that in industry, as in all society, it is only the spirit that maketh alive. Rather than attempt to single out individual members of a hard-working cast, which did excellent "team-work," let us leave the warm appreciation they all deserved to Tubby to express:—

ON RETURNING FROM "R.U.R."

"Some twenty years ago, I was taken to see Irving in 'The Bells,' and my host had to walk about the room with me till well-nigh daybreak afterwards. To-night, I am just back from 'R.U.R.' at Cripplegate, and I must write myself to sleep.

It is two years since I have seen the Drama League, and my first word must be towards them. We were none of us in the mood for speechmaking when the curtain fell finally; but the cast must have known after the first five minutes that they held the audience in the hollow of their hands. Since I am not attempting to supplant the official critic, I will not proceed beyond my competence to separate appreciations of a technique at which the most purblind critic could not cavil. If anyone came prepared to be tolerant towards an amateur performance, he must have gone home thoughtful and humiliated. Here was a rendering so measured and so masterly that the whole house was leaning forward all eyes and ears and heart-beats every minute of each Act. We were swept by pity, and by terror, responsive to each subtlety of byplay, dashed down by every fresh disaster, and—even at eleven o'clock—alive to the new birth of love.

The intervals between the Acts were somewhat long, but this is as it should be where the going on the stage is hard on the heart-beats. So the family made full use of them, with much finding of old friends across the gangway or among the gods.

Best of all, the occasion was rendered historic by the first public appearance of our true Toc H Orchestra, who did marvellously well under the baton of their conductor, a member of Mark III. It was a great evening entirely; and both the Drama League and the Orchestra henceforth are assets of augmenting significance in the life and work of Toc H."

"ENGLAND SOBER AND ENGLAND FREE"

THE article which appeared under this heading in the May JOURNAL has been the subject of comment in the public press of such a character that a brief reference to it seems to be needed. The article, as readers will remember, dealt generally with the Drink Problem and particularly with the Liquor (Popular Control) Bill, introduced by the late Dr. Burge, Bishop of Oxford, and commonly called "The Bishop of Oxford's Bill." The present chairman of the Committee entrusted with the support of the principles of the Bill is Lord Astor.

The *Morning Advertiser*, which in common knowledge is an organ of the licensed trade, took

notice of the article, and on June 18 followed this up by the following note, under the heading *Is Toc H under Astor control?*—"Such is the question being asked in the City where, as already pointed out in the *Morning Advertiser*, it has become known that Toc H, a war-time organisation which has hitherto been able to secure public support for its scheme of fellowship and services to men who suffered, is, through its last issued JOURNAL, recommending Lord Astor's Liquor (Popular Control) Bill, which, as our readers are aware, is a purely confiscatory measure against the trade. Merchants are determined in the future to refrain from supporting any society or set of individuals which lend themselves to Prohibitionist propaganda." This paragraph was the subject of a whole column article in the *London Observer* of June 19, under the heading "*An unofficial censorship: Free speech and The Trade*"; the *Morning Advertiser* of June 21 and 29, and the *Licensed Victuallers Gazette* of June 25 replied in leading articles to "Lord Astor's organ." We are not complaining of this, the most extensive, advertisement which our JOURNAL has ever received, but are concerned only to make the position of Toc H clear in the matter. Let us note one or two points in the paragraph from the *Morning Advertiser* which we have quoted in full. First we have no evidence that any of the many friends of Toc H "in the City" are asking whether Lord Astor controls our movement: to any City men who do not know us we can answer with a most unequivocal "No." Lord Astor holds no position in Toc H and is not even a member. For the appearance of the article in the JOURNAL the Editor takes full responsibility, and sees no ground for withdrawal or apology. Secondly, this JOURNAL was not "recommending Lord Astor's Bill," any more than it "recommended" its members to go into a community when it set forth the facts about Kelham in the December number or to reorganise their private business according to Wolf's plan by the article in the present issue. An Editorial note which preceded *England sober and England free* stated that "Toc H as a movement had no 'policy' with regard to alcoholic drink. . . . However much the opinion and practice of members in this matter may vary, drink, as a social problem, demands their serious thinking as much as any other living question of every day." The article, like all others in these pages, was printed in the hope that it might "stimulate private thought and perhaps the corporate study and discussion of Branches and Groups."*

We pass over other points (e.g., the statements that the Bill is "purely confiscatory" and "Prohibitionist"—see the offending article) but cannot refrain from noticing the last sentence in the *Morning Advertiser's* paragraph of June 18 and the last sentence in its leader of June 2, which complement each other. The first does not take any trouble to veil a threat—that Toc H shall be penalised unless it keeps silent on matters of perfectly legitimate discussion. The second runs as follows—"We suppose we must be prepared for propaganda of this sort in these days when voluntary subscriptions are scarce, if Lord Astor goes up and down the country jingling his dollars and inviting impecunious organisations to 'sing his song.'" In other words, it is suggested that Toc H has been, or can be, bought for a particular cause—whether to speak or to stop speaking about it. Readers will doubtless make their own comment on "propaganda of this sort." Beyond noting that Toc H has, as a fact, never received a penny or a promise of one, directly or indirectly, from Lord Astor in this or any other connection, we propose to say no more on this matter. Toc H will continue, no doubt, to discuss the Drink problem, but it may be trusted also to preserve a sense of humour.

EDITOR.

* For the case against the Oxford Bill members can get all information not only from the National Trade Defence Association and other trade societies, but in a great variety of ways. The Editor, for instance, happened to be in a London Theatre within a couple of hours of writing these notes, and on opening his programme read an article in it headed "Stage stories by noted theatrical people": there was no story of any kind and the stage was never referred to—for this was a straight attack on the Oxford Bill. A useful small book (pilloried alongside Toc H in the *Morning Advertiser*) on the other side, is Will Reason's *Handbook to the Drink Problem* (Student Christian Movement, 1926, 1s. 6d.). It is arranged as a series of questions and answers, and—whether the reader agrees with its conclusions or not—contains a great range of indisputable facts and figures.

NEWS FROM BRANCHES AND GROUPS

NOTE: *Branch and Group Correspondents are asked to read the note on page 237.*

BIRKENHEAD.—Our new Group, which received a "push off" from Liverpool in February, is now getting to work. We have an attic room to ourselves in the Local Boy Scouts' Headquarters, which is now beginning to look worthy of Toc H. Our first corporate effort took place on Saturday, June 12, when we entertained twenty poor crippled children. Some of our fellows are devoting time to taking out soldiers (all nervous cases) from the Manor Hill Red Cross Hospital, and we hope to take concert parties up there soon to cheer them up. *Meetings:* Every Tuesday in the "Upper Room," 76, Park Road, West, at 8 p.m. HAGGIS.

BIRMINGHAM.—On Friday, May 21, we said good-bye to Padre and Mrs. Gilbert Williams. We are not likely to forget the time they spent with us; but we have as a constant reminder a Branch Banner, beautifully worked by Mrs. Williams, and a containing case presented by the Padre. Our affectionate wishes go with them in their new work. Padre Spurway has arrived from Taunton and is digging himself in. We are promised a visit from "Oogaf" shortly, when he will unveil a memorial window, which will add considerably to the dignity of the staircase and entrance. The most useful feature of the past month has been a Conference of Jobmasters of the area, held on June 19 and 20. Talks on Jobmastery were given by Rex Calkin and Les Abdy, and for half-an-hour before prayers on Saturday, the Padre addressed us on "The Relationship of Jobs to the Spiritual Background of Toc H." On Sunday morning, after breakfast, Jobmasters of Coventry, Rugby, Nottingham, Derby, Loughborough, Coalville, Hereford and Birmingham gave reports on: (a) Jobs being done; (b) Jobs to be done; (c) Response of members; (d) Training of members in Jobs. The discussion which followed the reports only touched on a few of the many points raised, but the value of the whole Conference

was felt by all present. Members and visitors are asked to note that *Guest Nights* will be held as usual during the Summer months on Friday evenings.

BRADFORD.—Although it is some time since we had any report in the JOURNAL we have been by no means dormant. We have passed through the proverbial fire, and we believe that we are emerging the better for it. We had to give up our club, and since March had been meeting once per week. This change, however, seems to have been worth while, as a more genuine spirit is now felt to be developing. Strangely enough, in coincidence with the suggestion from H.Q. regarding the Boys' Brigade and Toc H, Mr. L. J. Parker, commanding the Bradford Battalion of the B.B. and one of Bradford's leading citizens, became interested in Toc H, and as a result we hope to share rooms in their New H.Q., and incidentally to join forces for the extension of work amongst boys. We have already had the pleasure of taking part in a conference of Yorkshire Officers of the B.B., where we received a wonderful welcome and found a very genuine interest in Toc H. Thanks to our new Jobmaster we are rapidly extending our "service" activities, e.g., Visiting semi-blind children, organising flag-days, visiting P.C.M.'s cases, M.D. cases, running a Scout troop, and the usual number of individual jobs. Two of our number had the pleasure of visiting Mark XVIII last weekend, and found there a real "Jolli" welcome.

REJOSEC.

CARDIFF.—An inspiring week-end at the Bristol Conference culminated in the visit of the Founder Padre to Cardiff on Monday, June 21. It was, however, a very worried and tired Tubby that eventually turned up with his two confederates at the Saint Dyfrig's Hall about two hours late, owing to irritating tyre trouble between Bath and the Welsh border. But the patience of the folk

that had come from afar early (for the meeting included representatives from all the branches and groups in this area) was surely rewarded by what they heard. Tubby's address was inspiring, and Padre Cyril Pearson (of Calcutta), who followed, came in for great applause at the end of a delightful talk on India. Then at a late hour Albert White, Jobmaster of Sydney, N.S.W., gallantly held the floor to talk about his country. Later still, Tubby again spoke to those left, chiefly about branch affairs, and so searching were the questions fired at him that there might have been an all-night sitting had not the custodian of the Hall turned up at 1 o'clock a.m. The following morning Tubby and a few of us went over to Llandaff to meet Dean Worsley. It was a most profitable meeting, one result being that Padre C. Pearson kindly promised to preach at the Cathedral the following Sunday, when the afternoon service is being broadcast.

A. T. M.

COALVILLE.—The outstanding event in our recent history is the organ recital by our "Crotchet," which took place in Hugglescote Church on June 22. Padre Thornton, vicar of Hugglescote, took charge of the proceedings, and gave a lucid and interesting account of the history, aims and principles of Toc H to the assembled congregation. Crotchet's interpretation of the music was greatly enjoyed, and the hymns "Out of Many into One," "Come, Kindred, Upstand," "Ye Watchers and ye Holy Ones," and "Jerusalem" were heartily sung. During an interval, the Rushlight was lit by the Padre, and the initiation of two new members followed. Among those present were several prospective members from the budding Bardon Hill Group. The inaugural meeting at Bardon Hill, addressed by Les Abdy, Padre Spurway, and "Preeko" of Leicester, was a great success.

PAPA.

COVENTRY.—Les Abdy has arrived—twice, and we feel that his advent in the Midlands is just what was needed. Padre Spurway, who came with him, gave us a talk on St. Francis and the ideals which Toc H

has in common with him and his men. Members with a taste for such things are lending a hand with several carnivals and *fetes*, e.g., the tremendous annual Coventry Hospital carnival for which a Corporation dust-cart has been loaned to us! Camp at week-ends is popular, and the boys at our Club are living for August week—the third time this holiday camp will have been run. Other activities as usual. DOLLY.

GLASGOW.—The Branch has formed a Cripple Children's parlour, and two successful afternoon programmes were carried out, the kiddies being hugely delighted. The greatest difficulty in this connection was found to be the "shyness" of motor-owners in offering transport facilities. Great praise is due to the "Uncles" for their good work in collecting the kiddies by means of hired transport to avoid causing disappointment. Two tents at Mearns, Renfrewshire, have been in constant use at the week-ends, and on one occasion five newsboys were the guests of the Branch, and enjoyed the outing. (These boys form the nucleus of a Scout Troop formed by our Secretary). The tents are at the disposal of any of our English brothers who may wish to try camping in Scotland. A series of rambles arranged for the summer programme commenced on June 4, the first being indulged in by eight stout lads in good spirits. On the last Friday of May, a most enjoyable talk on "Slum abolition" was given by Doctor Forgan, the Organiser of the "Slum Abolition League." One of his suggestions was that the Branch should build themselves a house, so no surprise need be felt should a visitor arrive and find "Everyman" in shirt sleeves in a mass of plaster! I. M. M.

GOOLE.—The Branch has experienced one of the most successful winter sessions since its formation. Speakers, both visitors and members, gave talks on "The B.L.B. movement," "Persia and the Balkans," "The Money Market," "Progress," "The Adolescent," "The Scout Movement," "The Council of Social Service," and "China." At the close

of the session all the papers were reviewed by the members, who discussed ways and means of helping any of the organisations put before them. A local hospital library has been begun, and members visit every week to supply the patients with reading matter. Propaganda meetings have been held, but no great strides have been made in increasing membership, for we feel that numbers do not necessarily show strength. The Branch is preparing to hold a bazaar in 1927, and is to present a tableau depicting the history of the local police force at the Centenary of the Town and Port of Goole this month.

T. E. A.

GRANGETOWN.—This baby Group is now six months old and has approximately 40 very wiry hairs (members) and its teeth (jobs accomplished and others in process of showing up) are of good quality. To name some odd ones, broken toys are being collected, mended and sent to the hospitals; 200 dozen Pioneer match-box covers are being accumulated for the purpose of providing a football for the boys of the parish; Toc H has built a Scout hut, 30 ft. by 15 ft., for the Church Troop, and in the near future hopes to construct and erect a hut 40 ft. by 20 ft., as a Church Lads' Institute. The members are showing themselves worthy of the Church and of Toc H, and if the present tone is maintained we hope to go forward with the knowledge that God is calling us to greater things.

PADRE BOB.

LEICESTER.—The outstanding news is the pushing out of another Group, Bardon Hill, from the Leicester centre. The initial meeting promises good fruit. An implosion on Market Harborough for the same purpose is just about to take place. The Social Survey idea, altered a little, has also been successfully launched, and jobs in the near future are definitely assured. At guest-nights, which have been well-attended, Messrs. Gregory, Osborn, Angles, Mitchell, Scott and Ching, have provided good fare. Leicester is "jumping to it," with coats off and hearts high, to prepare a welcome, in the form of a worthy

Sheet of Service, to Sawbones, whose return is nearing.

D.

LONDON FEDERATION.—The April JOURNAL (page 149) notified the Central Executive's authority for the re-organisation of the London Federation, necessitated by rapid growth. Under the kindly eye of a less unwieldy Federation Committee, the 45 Branches and Groups now have the assistance of 7 District Committees, all duly elected and with the following Chairmen and District Secretaries, whose names and addresses Secretaries in London are asked to note:—

Western: Edward de Stein; F. A. Wallis, 1, King's Avenue, Ealing, W.5.

North Western: Jack Clark; John Mallet, Toc H, Mark VII, 15, Fitzroy Square, W.1.

Northern: G. J. Morley Jacobs; C. H. Wake, 39, Truro Road, Wood Green, N.22.

Eastern: A. J. Lewis; H. G. Double, 11, Tollet Street, Mile End, E.1.

South-Eastern: C. R. Browning; C. G. Ingall, 93, Cranfield Road, S.E.4.

Southern: H. U. Willink; F. H. Flower, Toc H, Mark III, 148, York Road, S.E.1.

South Western: Geo. Marlborough; Col. H. F. Bidder, D.S.O., F.S.A., Ravensbury Manor, Mitcham, Surrey.

On the Federation Committee itself there are now two representatives elected by each District, with Sir R. S. May as Chairman, and Harry Willink as Deputy Chairman. These are further reinforced by Colonel Ronnie Campbell, David Paterson, and, in the future it is hoped, Beresford Ingram and Barkis.

(a) *Mark III.*—Everyone is invited to visit us, for the re-decorations are completed and everything looks very blue! Our sincerest thanks go to the generous people who have made this possible, especially to the donor of £200 towards it. On June 23 Councillor George Peverett and Padre Will Reason drew a tremendous crowd to the House to discuss Local Surveys: many London Jobmasters came along and we were glad to welcome Broxbourne Group. We are

pleased to report that Tom Savage has come to the parish as curate at St. John's and is living in the House.

B2.

(b) *Esher*.—We have been quietly doing a variety of small jobs. A Scouts' entertainment to provide funds for the year's work met with success: we have a scheme in prospect for building a village Hall which would accommodate Toc H, Scouts and Guides, and this gives us many problems, financial and otherwise, to tackle. Many of our members have been helping our neighbours of Kingston and Surbiton Group with their seaside outing for 900 crippled children; others, including Scouts, have helped at Hersham with a pageant for local charities and some useful work has been put in at the Hospital distributing books. Padre Money (Weybridge Group) spoke to us recently on "Fellowship," W. Causer on "Sunday," Padre Macfarland on "All Hallows," and our own Padre on "Old Esher." E. C. B.

(c) *Wood Green*.—We celebrated our first Birthday by motoring to Windsor and Eton on June 19. The trip was a great success—in spite of the fact that our jobmaster's singing broke an oil-pipe in the car, which had to be repaired by a blacksmith *en route*. The Birthday service on the following day was well attended, and all three of our padres took part. So far about £120 has been collected for the North Middlesex Hospital Wireless Fund. The newly formed Northern District Committee of the Federation has honoured the Group by choosing two of its members to be Chairman and Secretary. Meetings at the Adult School, 341, High Road, N.22, at 8.15 p.m. September 10, Frank Cheesman on "The Compass, Point I"; September 24, Councillor E. J. Morley (Tottenham U.D.C.) on "Local Government."

E. T.

MANCHESTER.—During the past few weeks we have had discussions on "Armaments," "The Mining Industry," "Town Schools *v.* Public Schools," and at a musical evening and ladies' guest-night Ronny Grant gave us impressions of native life in Africa.

In connection with H.Q. finances a volunteer committee in Manchester has met to organise efforts locally to help Headquarters. A new feature, already announced, is the monthly "Hot pot" supper at which all members make a special effort to be present. We are keeping in touch with Hobart Group, (Australia) by sending snaps of the House, newspaper cuttings, &c., to them. On June 12, Mark IV was the *rendez-vous* for delegates from the area to discuss the formation of an Area Federation. The meeting decided in favour, and further details may be expected soon. Members are preparing to give help in Manchester Civic Week (October 2-9), and one of our members is Pageant Master.

C. T. H.

MIDDLESBROUGH.—Branches and Groups in this district are considering the formation of a Tees-side and Cleveland Federation. We hope to have a central meeting shortly to discuss the idea. Middlesbrough Branch has still to conquer cricket and a forthcoming engagement is with South Bank on July 24. We hope to have our meetings *en plein air* during the summer, the first of the series taking place at Marton Bungalow. The others will take place if the summer does.

JOBMASTER.

NORWICH.—Members of this Branch are collecting tin foil to help the Ancient Order of Druids to pay for a bed which they are endowing in the Norfolk and Norwich Hospital. The Druids' bed is already in use, and the Druids, through selling collected tin foil, have paid £300, but want another £700 to complete the necessary endowment. One Branch alone might take years to collect enough, but if every other Branch and Group will collect and send to us, Toc H as a whole would soon complete this very useful and practical job. We are also collecting locally cigarette cards to put into albums and give to the children in the Jenny Lind Hospital—Norwich's hospital for children. "Dickey" (Jobmaster), having spent most of his Easter holidays visiting Branches, Marks, and Groups in the Midlands and North, came

back full of new ideas and ideals, and, having summoned a special meeting of the Branch told us all how things should be done in the future. A discussion on March 15 on "Topics debated at the Birthday Festival Conference" showed these matters had not been forgotten; and a debate with Prince's Street (Congregational) Chapel Men's Guild on "Should Betting be Taxed?" was shortly after followed by the introduction of the new Tax on Betting. A guest, Mr. J. W. Copeland, gave us a most interesting talk on "The Work of the Boys' Brigade"—in which he has worked for many years. A Smoking Concert, judging by the dancing activities of one or two of the not younger members of the Branch, demonstrated the practical triumph of a cheerful mind over (body) matter. Even with the Daylight Saving Bill, "Uncle Tom" has failed to squeeze 25 hours' work into 24, and G. Robinson has cheerfully volunteered to give him a hand with the secretarial work of the Branch. Not only have our good friends the Deaf and Dumb had a couple of whist drives with us, but we have been enabled through Rotary to get some ten promises of gardens for their entertainment during the Summer. On June 15 we were lucky enough to have Barclay Baron as our guest of the evening. His talk was a splendid effort to answer that impossible question—What is Toc H?

WRITER.

OXFORD.—After losing several valuable members during the winter, we are now doing our best to make good their loss here, while we hope the branches to which they have migrated are doing well! In future, Tuesday and not Thursday will be our *Guest Night*, and starting with October 12 meetings will be held in the Y.M.C.A. minor hall, as we have regretfully decided to give up the Club Room, on which we dilated so gleefully in our last batch of notes, on the score of expense. We have been lucky to have visits from Tubby, Pat, and Cawley during the last few months, and more recently to have the Hon. Administrator for a week-end to clear up our ideas as to where Toc H is leading us and how we can

serve it best. The same week-end we had visits from members of the Cambridge, Swindon, Coventry, and Reading branches. Our Rovers have made good progress during the year, giving considerable help to local troops, while several have passed Part I of the Wood Badge during the winter, and are now going on to do Part II under Skipper George Moore at Seal Chart. A. W. V.

PENZANCE AND WEST CORNWALL.—

One of our desires has at last been achieved in the acquiring of a room for ourselves. The situation is central, artistically decorated and adorned with beautiful furniture. We have appropriately christened it the "One and All," which is the motto of the County of Cornwall. With eager anticipations we are looking forward to the proposed visit of Alex Birkmire from H.Q., on August 22 and 23. A cordial invitation is extended to all members of Toc H who will be in Cornwall on these dates to give us a visit, when we, in return, will give them a hearty welcome (and maybe a Cornish Pastry). We shall offer Alex Birkmire a great opportunity. We hope to gather ex-Service men and members of the British Legion from all parts of the district, and the Padre will have scope for a great appeal. Our members are real keen. TICH.

RAINHAM.—After following the gleam for four and a half months, our record shows ten full members (one more than Barkis initiated in February) and several good friends; a real Upper Room of own (rescued from oblivion after forty-two years) and a dozen meetings, with visits to Canterbury and Maidstone. Jobs include collecting for local Hospital Extension Fund and speaking at Boys' Bible Classes, while every member is actively engaged in "sheepdog" or "stretcher-bearing" work, and some, indeed, in both. Eight interested men from Collingham attended the dedication of our rooms by the Padre on May 14, when Waghorn of Maidstone and Harvey (who helped to start the Suez group) were also present. On June 11, Mr. Harvey, Sen., who was Jellicoe's signal officer at Jutland, gave us a personal account

of the action. We are planning a show for the Police Court Mission in October, and intend to make it a *pukka* corporate job.

SHEBNA.

READING.—On April 27 we held our Annual General Meeting. Our Boys' Club is still going strong, and the L.W.H. help it with whist drives and sales. Although funds are low, we are holding a summer camp for the boys at Hayling Island on July 17-25, at which we shall be glad to welcome any Toc H members (apply to the Hon. Sec. of the Branch). On June 29 Padre Cawley is visiting us, and the meeting will be held in our Padre's garden: we hope to hold all our summer meetings on members' lawns.

Meetings: June 29, July 13 and 27.

R. A. F.

SHEFFIELD.—The most important news is that the South Yorkshire Federation has come into being (see June JOURNAL, p. 226): it should have a useful life and there is already plenty to be done. Our Jobmaster has become its Assistant Secretary. Life seems to be a series of partings—our latest is with our old and tried friend, Miss Jack, the L.W.H. Secretary, who has been with us from the beginning and whose loss we feel deeply. Many thanks and God-speed to her! We had a passing glimpse of Grantibus recently and sped one of our hostellers to sail with Gilbert and Mrs. Williams to Africa. The Boys' Clubs are gallantly breasting the summer slump and the usual jobs go on. Alexandra Day, which we organise entirely here, looms over us: later we have our own Garden Party. West Sheffield has blossomed into a Group—not without regretful partings; and Chesterfield is another Group on the horizon.

Guest Nights every Wednesday (except the 2nd) in the month at 8 p.m.

MAC.

SLEAFORD.—Members from Sleaford and Cranwell spent a most enjoyable Whitsun in camp at Leasingham, from Saturday to Tuesday evening. We were pleased to have E. Gurney-Smith (Bromley) and McNeil Bradshaw (Kelham, late Lewisham Branch)

with us. In the small hours of Monday some energetic fellow R.A.F. apprentices tried to raid us, but were repulsed with venerable eggs, the memory of which alone remains fresh. A cricket match was played against Leasingham on the Tuesday. This camp has certainly taken Toc H a step further ahead in the Air Force, and thanks are due to all who have helped to make it a success.

G. W. M. D.

SOUTHAMPTON.—On returning to Mark V after an absence of three years it is most interesting to note the growth of this branch. When the writer left this locality there was only a handful of active members and the house had just been given to us; now the members number 76, including 13 hostellers, and there has sprung up Mark XVII at Woolston, a Group at Eastleigh, also the Boys' Hostel at the Docks. The coming month promises to be a very busy one with several social functions, the chief amongst which will be "A Family Gathering" and our "Annual Fete." The "Family Gathering" takes place at Mark V on July 17 at 2.30 p.m., and all members of Toc H in the South of England will be welcome. Our "Annual Fete" will be held on July 24 in the grounds of Mark V, when we shall hope to see a good crowd. Tubby dropped in one evening a month or so ago for a few minutes, but we want to see him again for a longer time. We have recently had the pleasure of welcoming our new Padre, Rev. J. R. Brookes Davies. *Guest-Nights* during the summer months on the first Wednesday in each month, when supper will be provided.

F. C.

SOUTH BANK.—On June 7 we had the double pleasure of entertaining the local Group of L.W.H. and sitting at the feet of Miss Leonard (L.W.H. Headquarters), who certainly came, saw and conquered. All the usual jobs of the branch proceed, and we are not letting the sporting side of family life—cricket and tennis—die out. During the month our Jobmaster helped to produce two plays in aid of the local Girls' Club, and our members stewarded the show. DAVIES.

LATE COMERS: *As there will be no Branch and Group News in the August JOURNAL we note a few points from reports which came in after the closing date (June 24):* BARRY, which has been badly hit by the Coal crisis, reports good work for M.D. children by their L.W.H.; BELFAST continues its Prison and Newsboys' Club job, but after July 1 will "go to sleep till September"; BROXBORNE increases in numbers and has undertaken work for the Pensions Committee, Ware Union, South Hackney Scouts and Stepney Club boys; EALING has had a talk from Peter Monic, ran the Sports for the Hanwell Hospital Carnival, is visiting a Hospital for disabled men, and discussing the holding of a Hobbies Exhibition. LINCOLN is losing its jobmaster and several

other members but is busy and hopeful; SOUTHPORT reports the opening of its new club-room on June 4 by Pat Leonard, and is doing corporate work for the blind, etc. TUNBRIDGE WELLS was visited by Padre Williams before he sailed for South Africa and has held a successful conference on "Christianity and Industry" at Crowborough; on TYNESIDE, *South Shields* had the Mayor talking at a recent guest-night, *Hebburn* had a memorable night with Tubby on April 19, and are busy with a minstrel troupe, Scouts, Boys' and Men's Clubs, Red Cross, St. John's Ambulance and hospital jobs; and *Newcastle* has had a visit from Pat Leonard and is doing work for Scouts and two hospitals; WIMBORNE is starting a new group at West Moors and now has a L.W.H. Group.

Overseas Branches and Groups

AUSTRALIA: *Brisbane.*—Letter, dated May 6, from a Gateshead boy to a Toc H member with whom he spent a day in London en route for Queensland: "A letter as promised and on behalf of the boys and myself I again thank you for the good time we enjoyed in your company in London on February 8, 1926. We had a pretty smooth passage out and were heartily welcomed by Toc H in whatever port we called at in Australia. The *Moreton Bay* arrived at Brisbane on March 26 and on the 29th I was sent up country 130 miles to a dairy farm. It's a jolly hard rough life but I mean to stick it, for thanks to you I'm not without friends, there being a Toc H in Brisbane as well as London." In the course of his reply to this boy the member at home wrote: "About two weeks ago I was up at Gateshead and there I met about 300 chaps who all wanted to get to Australia. I wished it had been possible to send them all. If at times you feel a bit lonely just remember that there are lots of us here at home who often think about you and that you are often in our prayers." (*We quote this correspondence as a specimen of the Toc H job towards "those commended to our friendship all over the world."*—ED.)

CANADA: *Toronto.*—Two recent happenings of unusual interest and encouragement in Mark II C are the following: within a little over a month our Rovers under the enthusiastic leadership of Charlie Nunn and Ben Gardiner have more than doubled their membership. At the present time their Round-Table gatherings in their Cellar Board Room number about twelve to fifteen. This certainly is a healthy growth and Mark II C is delighted with it's new "baby." Sir Alfred Pickford when in Toronto had tea and a short visit with us, and Frank C. Irwin, Assistant Provincial Commissioner for Ontario, though a busy man, keeps a guiding eye and hand on our overgrowth. On June 15 we had the great pleasure of a visit from Prebendary Wilson Carlile, of the Church Army. He was accompanied by his Aide, Captain Mountford, and his two other Canadian representatives, Captains Casey and Smith. They had tea with us and a half hour to tell of aims of the Church Army. Our most enjoyable impression was that of personal contact with very wholesome, virile and self-sacrificing men. Ultimately, in some more concrete way we hope their visit will be mutually beneficial. G. L. A.

Extrait from a letter to Tubby from Frank B. Webb, Secretary of the Branch, dated May 19: "I have returned from an implosion on Mark I (C): I went up there with Sawbones. I smile at a 1,200 mile implosion. It is then one realises our difficulties compared to those at home! . . . I know you are overworked, but we often think and pray for you in our Cellar Chapel. We are still going very slowly, but have received great inspiration from Sawbones' visit. He has been a wonderful help to us, and I was so pleased to find time to go with him to Winnipeg. I felt there was not much to worry about there, if a padre could be found. . . . The Governor-General is coming to the House next month to light the Lamp (*i.e.*, *The Byng of Vimy Lamp—dedicated "in thanksgiving"*) for the first time in Canada. — Has returned to England by cattle boat for a month's holiday. He wrote from Montreal that he was hailed on the street by a member from Bolton, who belonged to the crew of the boat he was sailing on. I told this last night at the guest-night, and it was much appreciated."

CEYLON: Colombo.—*Extrait from a letter to Tubby from N. A. Hayter, dated May 5:*—"Our first and most important job is in connection with the Police Street-boys' Club, which you have heard about from Mr. Rowbiggin, the Inspector-General of Police, who is one of the staunchest supporters of Toc H in Ceylon. There is no doubt that this Club is one of the finest bits of social service in Ceylon, and we in Toc H are very proud to be associated with its work. . . . Another of our activities is helping with the entertainment of soldiers and sailors at the Soldiers and Sailors' Institute. . . . Regular Hospital visiting is done by our members; Jaywardens spends practically all his spare time on this job, visiting patients in the non-paying wards where his knowledge of the Singalese and Tamil languages makes him specially useful. Several of our boys are doing jobs for the Boy Scout Movement. The Prison Troop is being helped by two Toc H Scout officers, and again I would like to say what a really great scheme

this is for the reclamation of youthful offenders. Several gunners from the Royal Artillery Battery stationed here have joined our ranks, and I need hardly say how welcome they have been made. I suppose that Toc H Colombo is made up from men in almost every walk in life in this city. We have soldiers, sailors, civil servants, at least one doctor and one lawyer, representatives of the tea and rubber and other trades and professions. We recently held a dinner and concert. . . . preceded by an Initiation ceremony which was most impressively conducted by Padre Manson, who has since gone home" (*see June JOURNAL, p. 226*).

INDIA: *The Hon. Secretary of Madras Group has sent to H.Q. a copy of a long letter written to him by A. Y. G. Campbell (a recently-joined member of the Toc H India Council) from Ootacamund on May 23. It describes a meeting held at Wellington, an important military station, and is of special interest as indicating how a Toc H Group might fit into Army life:*—"About twenty people were present at the meeting," including General Ponsonby, the Colonel commanding the Ulster Rifles and other officers and two N.C.O.'s of that regiment, representatives of the cordite factory, of St. George's Homes and the Y.M.C.A., the Commissioner of Scouts and a former Inspector General of Police. "It was alleged, as usual, that there was no need for Toc H, but T—, P— and the Adjutant all gave their reasons for wanting a Group here. It was asserted that it was a slur on the O.C. of the Regiment to imply that he needed any outside organisation to assist him in doing anything for the Regiment, but the adjutant denied this and, when challenged by the General to give examples of help that might be wanted by the O.C., he mentioned instruction in games and assistance in getting up musical entertainments. . . . Someone suggested that it would be quite impossible to sink Army rank, but the General answered this by giving his own experience when he visited the original Toc H at Poperinghe. One officer suggested that no N.C.O. or private

soldier would join unless he was going to get some benefit out of Toc H when he returned home. I did not consider that we wanted them to join in that spirit, and T—— told me afterwards that there were at least a dozen men in the Regiment who would be glad to join to do a job of work. The Adjutant, who had, I understand, just returned from leave in Australia and had heard something about Toc H in Melbourne, seemed particularly keen on starting a Group. After considerable discussion C—— put the question to the vote whether a Group should be formed for the Nilgiris, and every man put up his hand in favour of it. Arnold Thomas, of the Y.M.C.A., Wellington, was then elected provisional secretary and was asked to take the necessary steps for the Group's formation." The writer goes on to discuss procedure, and hints at another possible Group in the South of the Madras Presidency.

The minutes of the twenty-first meeting of Madras Group, held on May 24, have also reached H.Q. After various business, Supper and "Light," the Rev. H. Y. Necker, speaking on behalf of the Eurasian community, gave a most interesting talk on "The Anglo-Indian problem," fully reported in a Press cutting we have received. In conclusion, he thanked Toc H for doing the real service of inviting him to speak on the problem "which is not unsolvable—it will be solved by a combination of service rendered both by us and to us."

"*The Lamp*": We have received No. 2 (June) of "*The Lamp*," the organ of the Toc H Council for India. It contains a memoir of Gilbert Talbot, an account of the Calcutta Group's week-end at Barrackpore, where H.E. Lord Lytton put four bungalows at their disposal, an excellent article on "Toc H and the Boy," a note on General "Tim" Harington and Tubby's recent tour in the North, and much Group news; Robert Blatchford's Birthday article from the *Sunday Times* of December 22, 1924, is inset as a supplement. "*The Lamp*" bears no price on it (in a sense its price is above rubies), but

we suggest that Branches and Groups at home would do well to subscribe for a "Branch copy": write to the Editor, Toc H Council, 8, Metcalfe Street, Calcutta.—Ed.

MALAYA: *Singapore*.—"Progress notes" up to May 16: After a period of comparative calm we have just had a busy spell which has made us wish we had new blood from home to help us out. On April 22 we were able to talk things over with Sir Arthur Yapp (*now on a Y.M.C.A. tour out East*) and discuss with him some of the difficulties to be faced here in dealing with such social work as the Y.M.C.A. performs. The result is that we can now hand out jobs to several people when they are prepared to take them on. On May 5 the G.O.C. gave a most interesting talk to us. A few songs followed, and a concert party for the troops should arise in due course. General Fraser has shown a very live interest and is catering for our sport once a month in future: we must make doubly sure that we do not fail in our service. The next guest-night will, if all is well, see our membership increased. We are pleased to note that H.Q. realises our need for building slowly and surely. Up to the present we have not lost a single member for Toc H, though the numbers of the Group have been depleted by members leaving Singapore. Toc H will always have one job here that is urgently needed—tackling the newcomer and giving him a chance to find his feet. N. S.

NEW ZEALAND: *Auckland*.—Horace Dyer, Hon. Secretary (nicknamed "Trousers" to match the Group's Padre Coates) reports: It was a real joy to our Group to receive official recognition from home in the form of a Rushlight. What a splendid symbol!—reminding one of a young tree rising from the ground with a slender trunk and bursting into blossom at the top, as our Groups spring from seed sown by the Pilgrims last year and rise into jobs of service. With the arrival of the Rushlight we opened our Headquarters here in Shortland Street—hardly the size of Queen Anne's Gate, but they serve our purpose. It was great fun papering the

ceilings and walls and it is surprising how gifts of furniture come along at the right moment, though petrol boxes supply most of our need as chairs. Following the opening of our H.Q. the first meeting of the Dominion Council was held, with Sir Heaton Rhodes in the chair: it was after 11 p.m. when we adjourned, having done useful work. On Anzac Day (April 25), the anniversary of the Gallipoli landing, we held a Toc H service at our Padre's church at 7 p.m. Walter Ken of Christchurch and Jenkins of Wellington were present. We sang *Jerusalem* and the *Birthday Hymn*—picturing how they had been sung in All Hallows on Birthday Festivals at home. Padre Coates delivered a really fine address on Toc H and after the offertory hymn our members stepped out into the aisle and gathered round the Rushlight. Thus, with the whole congregation standing and the church lights extinguished, we remembered our Anzac brethren in the ceremony of "Light." Our Padre broadcasted a talk on Toc H on the Monday following Anzac Day. April 27 saw our first Initiation, conducted by the Archbishop, who gave a fine address. As far as work is concerned we stewarded a Girl Guides' Rally, and we deal with public schoolboy arrivals from home, but we are handicapped by having no member with spare time to meet every boat coming in. Our big job, however, is that we have taken over and re-opened the "Flying Angel" of the Missions to Seamen, closed some time ago for lack of funds. This is going to be a heavy job, but our small numbers have faith and a big heart. (*A column report of the opening from the "Auckland Star" of May 4 has also reached us.* Ed.)

(b) *Wellington*.—We saw N. P. ("Cotchy") Neal, late Hon. Secretary of Christchurch, off to America: we know that Cotchy is safe for a Toc H trail, well and truly blazed, whatever part of the world he happens to be in. The Dominion General Secretary, Walter J. Kerr, passed through Wellington on his way to the Auckland Conference. We met his boat at 7 a.m., had communion with him at 8 a.m., the Vicar of St. Marks fed nine

of us at 9 a.m., and we retaliated by talking to his Bible Class at 10 a.m. (the eldest member of the class has since become a member of our Group). The rest of the day we spent discussing conference business with Walter. On his return journey Walter caught us on Group night—Walter, as you must already appreciate, is wonderful. Recent guest-nights have included a talk by Sir Alexander Roberts, K.B.E. who so splendidly controlled the New Zealand section at Wembley. "Child Welfare" was the subject of our last guest-night—the talk was to have been given by the Superintendent of Child Welfare, but at the last moment he had to send his very able assistant, who suffered our numerous questions very gladly. The local Probation officer (one of our members) took the chair and has since collected some of the Group's interest and assistance. Jack R. Perston (our Group Secretary) has sailed for England and will be reporting to Headquarters before this arrives. (*That's so—and very welcome too.*—Ed.) Dick Armstrong, another Group member, left us very suddenly for the United Kingdom. We know that wherever Dick arrives Toc H will soon hear of him. The work with the Public School Boys is still progressing. The Immigration Department giving us every opportunity to help the lads as they arrive; some of the letters members of the Group are receiving from the boys on their farms prove that our efforts are appreciated. Wellington Group is still "on the anvil undergoing our fiery fashioning." The search for a suitable room after several months of disappointments has resulted in the Group deciding to finance a permanent meeting place to be furnished with packing cases, &c.

H. E. G.

PALESTINE: *Jerusalem*.—"Lines of Communication," the *Diocesan Magazine of the Holy Land*, reports two meetings of the Group in May: On May 3 Padre Lunt of Cairo (*see June JOURNAL, p.232*) gave an account of the work of his old Branch, Northampton, and of the new Group at Cairo. He suggested a combined meeting

of Egyptian and Palestine Groups in Cairo the week before the Birthday Festival in December. On May 13 a guest-night was held, which Lord Plumer was prevented, by a visit to Transjordan, from attending. C. V. Curtis, Hon. Secretary of Haifa Group reported good progress, and several new applications for membership were received. At the end "the little Chapel of St. John was almost uncomfortably crowded for family prayers."

SOUTH AMERICA.—"*Peato*," who sails for England on July 2, writes to the Editor from Buenos Aires on May 18: "It was not until the early part of this month that I was able to get up to Rosario to deliver the Rushlight into their safe keeping. I duly handed it to them with your greetings on May 10, when all members turned up and we had a pleasant gathering. Rosario are still going strong and working hard, although their strength has been depleted by Paul being transferred to Buenos Aires. The only recent news I have from Mendoza is from Paul who was up there some time ago and who found them all very keen and cheery. As to Buenos Aires, the House is at present in the hands of the decorators for some minor repairs . . . We have already fixed up for the furniture, etc., and I am confident that the House will be occupied by a keen squad before I leave

for home. . . . Other members are already home, on their way, or leaving shortly—so that, although we shall be weakened here temporarily, we shall gain if all make a point of spending some of their leave in visiting the Houses in London and elsewhere. We have received recently very welcome letters from Australia and Canada, and will endeavour to 'keep the pot boiling' in this direction. At our last meeting on May 4, the British Minister, Sir Malcolm Robertson, gave us a very interesting talk on 'Morocco.'

H.Q. has since received a cable, dated June 30:—"British Minister opened House to-night. Express thanks donor. Greetings.—Mark I, South America."

UNITED STATES: New York.—*Extralt from a letter, dated May 27, to Tubby from a hosteller, Mark I (U.S.A):* "I wish you could see our House. You can take my word for it, Padre, the outside is most unattractive, but the inside is a silent welcome to all who enter. It seems to me to be in keeping with the heart of Toc H in that it offers nothing, yet gives much. At least half of the world is on the wrong road in the pursuit of happiness—they think it consists in having and receiving, whereas it is only by serving and giving that anyone can overtake that elusive phantom—the Path of Toc H is the road to happiness." (He goes on to speak, with evident delight, of his first Toc H job—a boys' club.)

The League of Women Helpers

COVENTRY.—The Initiation of our members on June 9 at the Toc H Rooms opened with the lighting of the Toc H Branch Lamp by Padre Cawley, who also led the prayers. Before initiating members he said a few words about L.W.H.—letters which he thought might well stand for "Love Will Help." After the Initiation, for which he called out members by their Christian names, one by one, Padre Cawley spoke of Toc H in Canada, of the rise of the movement from small beginnings and of our ideals—fellowship as the expression of continuous love, service which has no barriers at all, and prayer as the foundation. After refreshments, songs

and prayers, the meeting closed at 10.45 p.m. Next morning Padre Cawley visited Mrs. Merry, who was too ill to attend, and initiated her also, with our best wishes. BLANCHE.

READING.—Our Group started last November with seventeen members, and our first job was to help raise money for the St. George's Boys' Club, which is run by the Reading Rotary Club and Toc H in one of the poorest parts of the town. On May 4 we organised a very successful whist drive for the boys of this club and their friends, about 48 of whom took part. Members also help the Club by playing at the weekly dance. V.G.

HOUSES, BRANCHES AND GROUPS OF TOC H

A. In the British Isles

Houses

MARK	I.—23 Queen's Gate Gardens, S.W.7	MARK	XI.—44 Princess Road, Leicester
"	II.—123 St. George's Square, S.W.1	"	XII.—Shaw Royd, Halifax, Yorks
"	III.—148 York Road, London, S.E.1	"	" Brothers' House."—119 Kennington Park Road, S.E.11
"	IV.—Gartness, Victoria Park, Manchester	MARK	XIV.—1 Eccles Old Road, Salford
"	V.—The Firs, Bassett, Southampton	"	XV.—31 The Common, Woolwich, S.E.18
"	VI.—77 Clifford Street, Lozells, Birmingham	"	XVI.—Redville, High Street, Swindon
"	VII.—15 Fitzroy Square, London, W.1	"	XVII.—The Old Parsonage, Ithen, Hants.
"	VIII.—Christ Church Road, Sheffield	"	XVIII.—Greystoke, Grainger Park Road, Newcastle-on-Tyne.
"	IX.—29 St. Paul's Road, Clifton	"	XXII.—3 Jamaica Road, Bermondsey, S.E.16
"	X.—Clarendon House, Hull		
	HOSTEL.—Haileybury House, Durham Row, Stepney, E.1		
	HOSTEL.—16 Rutland Street, Hulme, Manchester.		
	HOSTEL FOR SEA-GOING BOYS.—Talbot House, Orchard Lane, Southampton.		

Branches

(The numbers in brackets refer to the order of foundation)

Branch	Secretary
ALDERSHOT (41)	H. E. Milner, 87 Victoria Road.
ALTRINCHAM (62)	J. F. Rodgers, 126 Stamford Park Road, Hale, Cheshire.
BELFAST (63)	G. Kinnaird, 6 Clarence Street.
BEXHILL (83)	C. G. Eagling, Laurel House, Sidley.
BIRMINGHAM (18)	D. Cochrane, Mark VI, 77 Clifford Street.
BLACKBURN (45)	R. Markham, The Parish Church, Blackburn.
BOURNEMOUTH (107)	A. F. Gorman, 11 Wolverton Road, Boscombe.
BRIGHTON AND HOVE (22)	W. R. Cook, 39 Gloucester Road.
BRIISTOL (9)	G. T. Pittman, Mark IX, 29 St. Paul's Road, Clifton.
BROMLEY (69)	Rev. O. G. Whitfield, 2 Newman Road.
CAMBRIDGE (4)	G. H. Bacon, St. Catherine's College (<i>Varsity Secretary</i>).
CANTERBURY (37)	H. Dear, 64 Humberstone Road (<i>Town Secretary</i>).
CARDIFF (23)	W. H. Griffin, 7 Monastery Street.
CHELTENHAM (2)	B. Lawler, "Salvador," 22 Cyn Coed Road, Penylan, Cardiff.
COVENTRY (26)	T. M. Roy, Chislehurst, Sydenham Villas Road.
COLCHESTER (28)	A. Bowen, 38, Bulls Head Lane, Stoke, Coventry.
COUNTRYMEN'S COUNCIL:	W. C. Paston, 28 Beaconsfield Avenue.
CUDHAM (85)	R. S. Forbes, 7 Coronation Terrace, Biggin Hill, Westerham, Kent.
KENSWORTH (64)	F. Butterfield, The Bank, Kensworth, near Dunstable.
WEST KENT (77)	F. C. Revers, Tollgate, Bearstead, near Maidstone.
DEESIDE & DISTRICT (12)	F. H. Seager, 64 Church Street, Connah's Quay, Chester.
DERBY (35)	F. G. Creed, 80 Normanton Road.
DURHAM (15)	J. Lister, 19 Old Elvet, Durham.
EDINBURGH (8)	L. C. Greig, 87 Warrender Park Road.
EXETER (11)	W. G. Michelmores, 18 Cathedral Yard.
GATESHEAD (61)	A. Dodds, 190 Westbourne Avenue.
GLASGOW (25)	D. C. Morris, Toc H, 140 Douglas Street.
GOOLE (88)	C. Barratt, 25 Jackson Street.
GRANTHAM (68)	O. W. Lee, 43 North Parade.
HAROLD WOOD (90)	H. F. Manning, Kingsgate, Harold Wood, Essex.
HASTINGS (91)	A. Wells, 114 Milward Road.
HULL (40)	G. McG. Whipham, 9 Finsbury Grove.
IPSWICH (81)	E. J. Hilsden, Briar Tor, Ringham Road.
LEEDS (49)	Capt. J. S. Platt, 11 Gledhow Wood Avenue.
LEICESTER (29)	A. R. Wates, Mark XI, 44 Princess Road.
LINCOLN (56)	E. Goodacre, Alvingham House, Rookery Lane.
LIVERPOOL (19)	B. N. Prangley, "Norwood," Formby, Lancs.

LONDON FEDERATION :

MARK I. (1)
 MARK II. (14)
 MARK III. (21)
 MARK VII. (43)
 BARNET (10)
 BERMONDSEY (60)
 CHELSEA (84)
 CROYDON (70)
 EALING (87)
 HAMMERSMITH (89)
 ILFORD (50)
 ISLINGTON (42)
 KENNINGTON (58)
 KINGSTON & SURBITON (94)
 LEWISHAM (65)
 MAIDA VALE (71)
 NORWOOD (98)
 SIDCUP (72)
 STREATHAM (102)
 WEST HAM (104)
 WIMBLEDON (73)
 WOOLWICH (74)
 LOUGHBOROUGH (95)
 LUTON (96)
 MAESTEG (97)
 MAIDSTONE (5)
 MANCHESTER (3)
 MANSFIELD (82)
 MIDDLESBROUGH (31)
 NEWCASTLE (80)
 NORTHAMPTON (36)
 NORTH STAFFORDSHIRE (34)
 NORTHWICH (47)
 NORWICH (75)
 NOTTINGHAM (66)
 OXFORD (7)

PORTSMOUTH (16)
 RADLETT (99)
 READING (79)
 SALFORD (57)
 SALISBURY (100)
 SLEAFORD (38)
 SOUTHAMPTON (27)
 SOUTH BANK (101)
 SOUTH SHIELDS (76)
 STOCKPORT (46)
 SWINDON (6)
 TAUNTON (54)
 TUNBRIDGE WELLS (51)
 WIMBORNE (78)
 WINDERMERE (52)
 WOLVERTON (13)
 WOOLSTON (105)
 WORTHING (48)
 YORK (106)

YORKS, SOUTH, FEDERATION :

ROTHERHAM (55)
 SHEFFIELD (17)

YORKS, WEST, FEDERATION :

BRADFORD (20)
 DEWSBURY (86)
 HALIFAX (33)
 HUDDERSFIELD (42)
 SPEN VALLEY (24)

T. Risdell Smith, 23, Queen's Gate Gardens, S.W.7.
 G. de Selincourt, 35 Charles Street, W.1
 F. H. Flower, 148 York Road, S.E.1.
 S. T. Harriss, 15 Fitzroy Square, W.1.
 W. H. Nicklin, 2 Station Terrace, New Barnet.
 G. Turtle, Mark XXII, 1 Jamaica Road, S.E.16.
 S. M. W. Sheppard, 10 Mallord Street, S.W.3.
 E. W. Wilson, 7 North End.
 F. A. Wallis, 1 King's Avenue, W.5.
 P. E. Curnock, 30 Avenue Gardens, Acton W.3.
 R. Welcomme, 58 Mayfair Avenue.
 H. J. T. Ford, 81 Yerbury Road, Tufnell Park, N. 19.
 S. H. R. James, 119 Kennington Park Road, S.E.11
 L. Lodge, 67 Durlston Road, Kingston-on-Thames.
 H. Webdell, 19 Raymond Road, Elmers End, Beckenham.
 A. E. Archbold, 30 Shirland Road, W.9.
 W. E. Robinson, " Hensill," Panmure Road, S.E.26.
 K.M. Jack, " Springmead," Elm Road.
 J. R. Phipps, 44 Bradenell Road, Upper Tooting, S.W.17.
 J. J. McLoughlin, 78 Crofton Road, Plaistow, E.13.
 R. L. Branthwaite, 178 Queen's Road, S.W.19.
 R. E. Missing, " Braemont," Glenlea Road, Eltham, S.E.9.
 W. R. Wickens, 15 High Street.
 L. J. Merchant, 134 Castle Street.
 J. W. Cooper, 48 Heath Road, Maesteg, Glam.
 J. C. Baxter, 9 St. Philip's Avenue.
 R. H. Bealey, 30 Scarsdale Road, Victoria Park.
 E. Wass, 52 Woodhouse Road.
 H. Casson, 28 Pembroke Street.
 A. B. Campbell, 139, Westmoreland Road.
 J. W. Hudson, 160 Cedar Road.
 T. C. Maynard, Mill Hayes, Brindley Ford, Stoke-on-Trent.
 E. Nicholls, " Wayside," Cromwell Road.
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 W. R. Hatch, Exeter College (*Assistant Varsity Secretary*).
 V. C. Martin, 112 Walton Street (*Assistant Town Secretary*).
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 L. C. Bryant, 4 Downton Road.
 R. Broughton, 61 North Road.
 Lt.-Col. R. Pennell, Mark V, Bassett.
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 D. C. Anderson, 40 Garwood Street.
 W. Greaves, 44 Brinksway.
 A. W. J. Dymond, Mark XVI, Redville.
 H. Wilson, 3 The Avenue, Taunton.
 S. V. Berwick, 180 Upper Grosvenor Road.
 E. Ash, 7 Ethelbert Terrace.
 J. W. Longmire, The Sycamores.
 J. A. Rose, 96 Anson Road.
 F. G. Gill, 149 Swift Road.
 F. J. Gorge, 35 Church Walk.
 W. Brown, 35 Melbourne Street.

C. Ashford, 161 Station Road, Swinton.
 C. Hull, Mark VIII, Christchurch Road.

H. Cockroft, 40 Beech Grove, Undercliffe.
 R. Sheldrake, 29 Woodside, Leeds Road.
 T. Williams, Mark XII, Shaw Road.
 C. Avery, 64 Parkgate, Berry Brow.
 F. W. Hellewell, Stanningley House, Heckmondwike.

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A. A. Wood, 69, Newbridge Road, Weston, Bath.
C. E. Perkins, 23 Cedars Road.
S. R. EVANS, 38 Kingsley Road.
W. A. Atkinson, 49 Mill Lane.
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R. Davis, "Shamrock," Wellesley Road.
F. L. Crowsley, 20 Bardon Road, Bardon Hill, Leicester.
G. V. Shepherd, 14 Linden Avenue, Cottingham, E. Yorks.

E. Henman, 102 Mangrove, Cockernhoe, near Luton.
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W. D. Morgan, Petworth, Sussex.
G. W. Bennett, The Hill, Charlton Marshall, near Blandford, Dorset.
H. Tearle, The Village, Studham, near Dunstable.
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F. Prescott, 11 Stroud Street.
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A. C. Rees, 145 Albany Road.
G. Fear, 25 St. Michael's Square.
A. Saunders, 65 Mayfield Road.
W. R. Wilson, 60 Victoria Road.
E. Southern, The School House, Great Budworth, near Northwich.
H. J. Sanders, 26 Alexandra Road.
H. Burland, "Highbank," The Mount.
F. Stephenson, Tennyson Road.
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J. H. Brook, 80 Huddersfield Road, Holmfirth, Yorks.
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W. Castledine, The Test School.
R. H. James, Sanderson's House.
G. H. J. Burrows, Bath House, Bath Street.
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A. C. Holmes, 258 Hockliffe Street.
Noel Round, Theological College, Lichfield.
A. Wingfield, 41 High Street.

C. O. Leadbitter, 69 Overstrand Mansions, S.W.11.
L. W. Richards, 20 Grangewill Way, S.E.6.
F. Fryett, 21 St. Margaret's Road, Brockley, S.E.4.
E. Birch, 5 Brunel Terrace, Woodford Bridge, Essex.
S. F. Dovey, Clay Hill Lodge.
P. M. G. Talbot, Glenhurst.
R. S. Pearson, 57 Templar's Avenue, N.W.11.
H. Harrold, 181 Kyverdale Road, Stoke Newington, N.16.
C. Woolston, 13 Llanvapor Road, N.W.2.

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WIGAN
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WATH-ON-DEARNE
WEST SHEFFIELD
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G. A. W. Walters, 41 Lothbury, E.C. 2.
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H. F. Boosey, 39 Crowstone Road South, Westcliff-on-Sea
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S. H. Bates, 21 Essian Street, E. 1.
A. E. Florance, 18 Earlsthorpe Road, S.E. 26.
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A. E. E. Shields, 7 Tower Hill, E.C. 3.
D. A. Royle, 9 Chudleigh Road.
R. W. V. Hart, 252 Cowley Road.
H. B. Adshead, c/o 33 Station Road, N.W. 10.
E. J. Taylor, 54 Blake Road, New Southgate, N. 11.
C. W. Uzzell, 140 Eastgate.
H. P. Pestle, 24, Park Road.
W. Kellett, 1 Skipton Street.
J. S. Parry, "Helensburgh," Risca Road.
J. E. Gray, 47 Culcheth House, Newton Heath, Manchester.
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P. J. Batten, 2 Regent Buildings, Penzance.
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J. Parker, 17 Frodingham Road.
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C. M. Oakeshott, "The Hob," Chestnut Avenue.
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S. S. Smith, Gowan Cottage, Staveley, Kendal.
Sid Ray, 42 Hind Street.
F. Darbyshire, 11 Pickard Street.
H. J. Cook, 2 Albion Road.
E. S. Flower, 62 Sydney Road, Tilbury Docks.
H. W. J. Monk, Monument Restaurant, Monument Hill.
H. Price, 74 Hart Road
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W. W. Folkard, "Twyford," West Moors, Wimborne.
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G. Hilton, Meek's Buildings, Rowbottom's Square.
Horace Jones, 49 Oak Street.
K. J. Oxborrow, Stone Cottage, Pettistree, Wickham Market.
A. V. Bean, 60 Wolsley Road, Southdown.
E. Lyon, 6 Wansfell Terrace.
J. W. Tulloch, 82 The Grove, Wheatley Hills.
H. Goddard, King Street, Hoyland, near Barnsley.
E. Hague, 203 Green Lane, Rawmarsh, near Rotherham.
J. D. Wibberley, 147 Burgoyne Road, Walkley, Sheffield.
H. Breislin, 20 Sandygate, Wath-on-Deane, Rotherham.
J. E. Roebuck, 21 Ruth Street, Sheffield.
H. Leigh, Malt Shovel Cottage, Coley, Nathowram, Halifax.
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S. Turner, Stoneleigh House, Aggbrigg.

B. Overseas

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W. A. Cave, Box 1202, P.O.

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A. S. Burtenshaw, c/o The Colonial Sugar Corporation, Henry Street.

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Ken Kernot, Woodlands, Ryrie Street.

A. Fussell, Toc H, Capitol House, Swanston Street.

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T. Elvidge, 31 Basse Ville, Ypres.

CANADA

Frank Evans, Carman P.O., Manitoba.

S. L. Brice, Box 312, Chilliwack, B.C.

Ian Collins, Secretary's Office, C.P.R. Building.

Kenneth Main, Pincher Creek, Alberta.

H. Rose, 729 Temperance Street.

F. B. Webb, Mark II (C), 614 Huron Street.

Lyle E. Munn, 1014 11th Avenue West.

F. D. Ross, Mark I (C), 11 Kennedy Street.

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Sergt. C. V. Curtis, British Gendarmerie.

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R. C. Kerr, c/o Colombo Commercial Co.

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G. C. Streatfield, Trinity College.

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Calle de Chacabuco 723, Buenos Aires.

A. E. Barton, Vina del Piuo, Casilla 22, Mendoza, Argentine.

G. M. Hotham, c/o British Consulate, Calle Entre Rios 679, Rosario, Argentine.

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Lewis H. Lukens, junr., 132 Southforth Street.

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 GEELONG "

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 Miss Frowde, 95 King's Road.
 Mrs. Davies, 75 Pym Street, South Banks, Yorks.
 Miss L. Clough, 372 Park View, Bradford Road, Liversedge.
 Miss Kirby, "Fenby," Oakfield Road.

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Miss N. Norris, 2 Crow's Nest Road, North Sydney.

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Mrs. Riley, St. Mary's Vicarage, West Perth.

CANADA

Mrs. Hugh Langton, 158 Albany Avenue.
 Mrs. Darracott, 574 Pine Street.

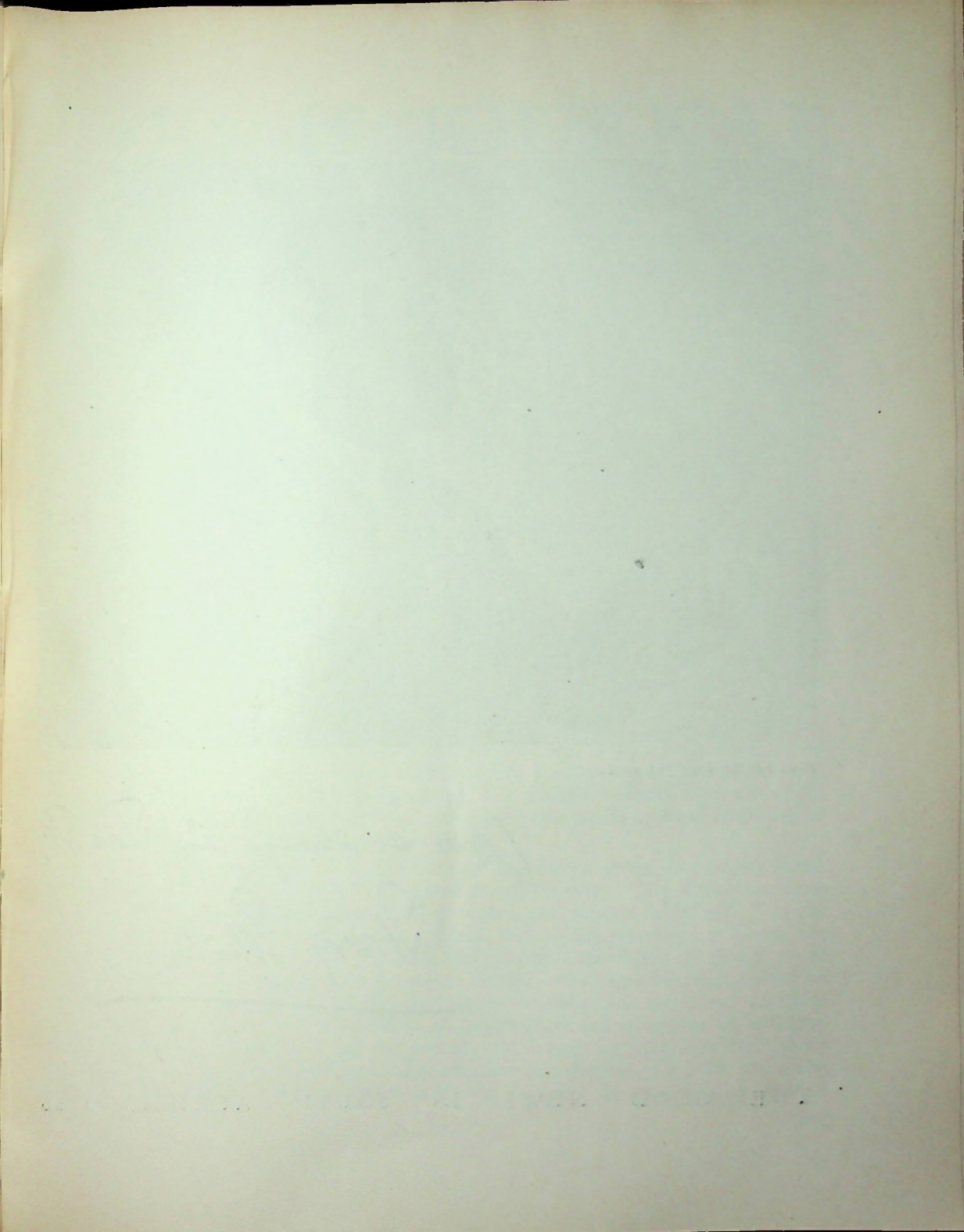




Photo by 'The Star,' Johannesburg.

*Love as always in Joe H.
Harry Elkin*
